



# Destination Survey of Professional Centres' Graduates 2018

December 2019

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## List of Acronyms

ANHRD	-	Agency for National Human Resource Development
PC	-	Professional Centre
SIAH	-	Seychelles Institute of Agriculture and Horticulture
NIHSS	-	National Institute of Health and Social Studies
SITE	-	Seychelles Institute of Teacher Education
SBSA	-	Seychelles Business Studies Academy
SIAD	-	Seychelles Institute of Art and Design
SIT	-	Seychelles Institute of Technology
SMA	-	Seychelles Maritime Academy
STA	-	Seychelles Tourism Academy
SSO	-	Student Support Officers
TGMI	-	The Guy Morel Institute
SIDOL	-	Seychelles Institute of Distance and Open Learning
TEC	-	Tertiary Education Commission

## Foreword

It gives me immense pleasure to present the Destination Survey of Professional Centres' Graduates 2018, which provides an essential source of information on graduate transitions into the labour market and further study in Seychelles. Since 2015, the Agency for National Human Resource Development (ANHRD) has been conducting a survey to ascertain the destination of graduates. The survey was not conducted in 2017 as the Agency conducted a review of the data collected about the destinations of graduates.

In 2018, 637 learners successfully completed various programmes across the different Professional Centres compared to 749 who graduated in 2017. Amongst these 637 graduates, 83% (531) responded to the Destination Survey. As per the survey results, 54% of graduates who completed the survey were employed, whereas 19% were unemployed. This reflects part of the national youth unemployment rate for youths between (15-24 years old) with a recorded rate of 14.3% in the second quarter of 2019. On a positive note, however, the results also indicated that 18% of the graduates from Professional centres opted to further their studies at their respective Professional Centre and at University level. In addition, 6% of the graduates who completed the survey failed to state their status or to provide multiple activity statuses made it difficult to know their exact destination. These graduates status' was classified as unknown. However, the figures indicate that there is a balance between those in employment and those who are unemployed.

This report also showcases that the respective Professional Centres are preparing graduates well for the world of work. However, there is a need for the programmes on offer to be better aligned with the evolving and changeable industrial needs. ANHRD is particularly delighted that this report complements the ongoing collaboration between the Agency and Professional Centres.

I would like to extend my gratitude to all the graduates who took the time to complete the survey. I would also like to thank the staff of the different Professional Centres, particularly the student support officers (SSO), who administered the survey. Without your participation and support, this publication would not have been possible. I would like to also acknowledge those who have

made other contributions to this report through their insight and expertise into the area of Professional Centre graduate and employability.

We will work now to embed the findings of this survey through communications and consultations to provide a valuable resource for policymakers, learners, guidance counsellors, teachers and all with an interest in Education and Human Resource Development. We look forward to continuing to work together.

**Nadia Lauricourt (Mrs.),**  
*CEO*

## Executive Summary

Tertiary non-university education in Seychelles plays an essential role in preparing learners for both labour market entry as well as for tertiary education. It provides learners with the skills, training and knowledge necessary to enter their desired profession. Hence, it is critical for learners to have the greatest professional options and opportunities. Seychelles has ten (10) Professional Centres (PC) assisting in the development of knowledge, skills and training in the Construction, Tourism, Blue Economy, Education, Business, Arts and the Health industry. Thus, it provides the labour market with human resources to contribute towards the labour and skills needs of the country.

In spite of this, the level of unemployment is still high among the youth group (15-24 years old) with a recorded rate of 14.3% in the second quarter of 2019. This is considered to be in the severe category. There are various reasons for this. For instance, issues from social ills to those who simply feel that no suitable jobs are available. Seychelles with its aim of achieving a knowledge-based society has invested significantly in tertiary non-university education. According to the Indicator Report 2018 produced by the Tertiary Education Commission (TEC) tertiary non-university education obtained a budget of SR 93,744,562.61. Different opportunities have been put in place, like offering international level diploma in certain programmes offered by certain professional centres and offering scholarships to the five best performers from each PC.

The ANHRD conducts a Destination Survey every year to measure the employability of the graduates 6 months after they have completed their studies, at their graduation rehearsal. The main objectives of the survey are to collect information on the performance of PC graduates in the labour market, their participation in further studies, their satisfaction with the Professional Centres and programmes undertaken, the length of the job search period, the reasons for unemployment and salary of employed graduates.

## Data Sources and Methodology

The survey for the 2017 graduates was not conducted as the survey tool was being updated. The Agency took different steps in order to update the questionnaire. These included an analysis of similar questionnaires in terms of content, structure, and length. Additionally, a review of the previous questionnaire to identify patterns that would disinterest respondents in completing the questionnaire was also done. A meeting was conducted with Directors and Student Support Officers (SSO) from PCs to



have their views and comments on how best to conduct the survey and update the questionnaire. The ANHRD board also provided feedback regarding the content and structure of the questionnaire and proposed certain amendments, which were also taken into account. The destination survey for the 2018 graduates was conducted using the updated questionnaire. This survey was administered at the graduation rehearsal of eight (8) out of the 10 Professional Centres from February to July 2019. The two PCs not targeted are The Guy Morel Institute (TGMI), which was part of the University of Seychelles until May 2018 and the Seychelles Institute of Distance and Open Learning (SIDOL). It is important to note the distinction between SIDOL and other PCs as it does not enroll learners on a full-time basis, but rather provide programmes ranging from Literacy to Advanced Level.

The target population for this survey were the graduates of 2018. The completed destination survey forms were then submitted to the ANHRD for compilation and analysis. This report focuses on the destination of graduates who completed the form.

The questionnaire included questions on the following topics:

- The training/programme the graduates completed;
- The participation of graduates in the labour market and further studies;
- The relationship between the graduates' field of training and the employment subsequently obtained;
- Length of the job search period and reasons for unemployment;
- Salary of graduates.

## Main Findings

The main findings of the survey are outlined below:

- A total of 637 learners successfully completed their studies at the different Professional Centres out of which 57% (362) were females and 43% (275) were males;
- The Seychelles Tourism Academy (STA) had the highest number of graduates (182);
- 83% (531) of the Professional Centres graduates responded to the Destination Survey;

- Overall 54% (289) of the respondents were in employment, 18% (94) were pursuing further studies, 19% (101) were unemployed, 2% (13) were potential labour force and 6% (34) their status was unknown<sup>1</sup>;
- Overall, the Seychelles Tourism Academy (STA) had the largest number of graduates (93) in employment;
- Majority of the graduates in employment are working in the Private Sector (55%, 159).
- Majority of the graduates in employment are working in the Accommodation and food service activities industry( 18.3%, 51).
- The Seychelles Institute of Art and Design (SIAD) had the highest percentage (41%) (39) of graduates pursuing further studies;
- The Seychelles Tourism Academy (STA) had the highest percentage (59%) (60) of graduates who were not in employment;
- The Seychelles Institute of Technology (SIT) and the Seychelles Tourism Academy (STA) had the largest number of graduates with unknown status (14).

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<sup>1</sup> Response percentages may not add up to 100% due to rounding.

## 1. Response Rate

A total of 637 graduates successfully completed their studies from all eight Professional Centres for the year 2018 compared to 749 in 2017. This consists of 362 (57%) females and 275 (43%) males which is a decrease compared to 2017 where there were 403 females and 346 males. The Seychelles Tourism Academy (STA) had the most graduates (184), with 77% (142) female and 23% (42) male. The Seychelles Institute of Agriculture and Horticulture (SIAH) had the least number of graduates and that was 14, out of which 43% (6) were female and 57% (8) were male.

Out of the 637 graduates, 83% (531) responded to the Destination Survey, 62% (330) were females, and 38% (201) were male. The Seychelles Institute of Teacher Education (SITE), the Seychelles Institute of Agriculture and Horticulture (SIAH) and the Seychelles Institute of Art and Design (SIAD) had a 100% response rate. The Seychelles Maritime Academy (SMA) had the least percentage of graduates (27%) who responded to the survey. This is because there was a delay in filling the questionnaire forms, as there was a change in SSO at this institution.

The different rates of response was due to the way that the Destination Survey was administered by the PCs. The PCs with the high response rate administered the questionnaire before or during the graduation rehearsal and staffs assisted with the administration. The Seychelles Tourism Academy (STA) also followed up with a telephone interview of graduates who did not attend the rehearsal. This forms part of the procedure put in place that the PCs have to follow.

Table 1: Response Rate by Professional Centre

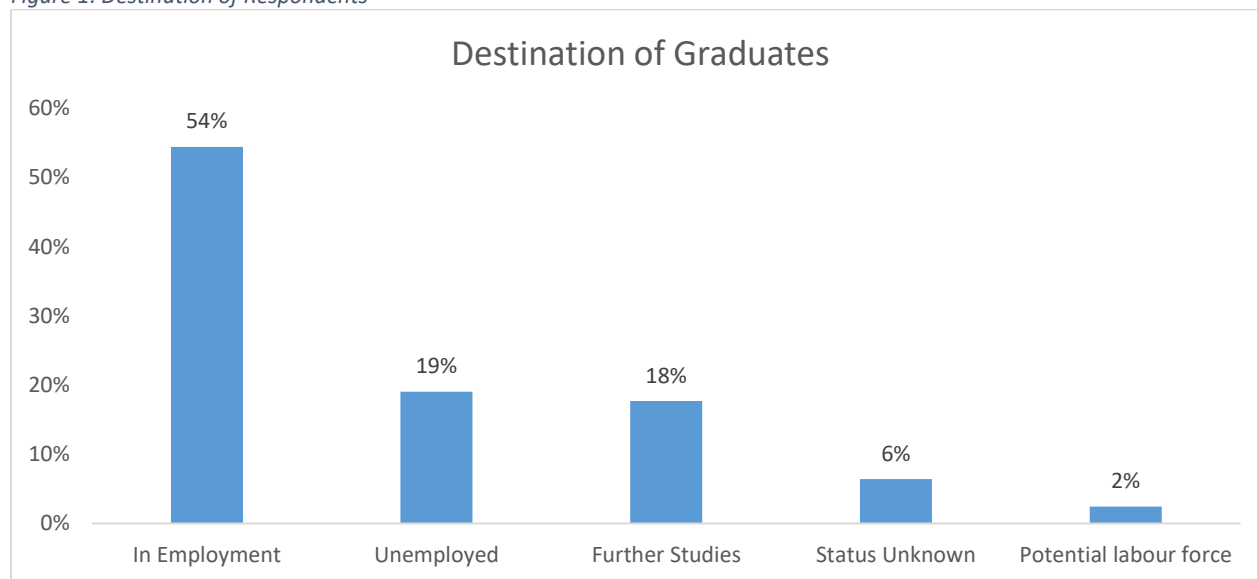
Institution	Respondent			Number of Graduates			Response Rate (%)		
	F	M	T	F	M	T	F	M	T
National Institute of Health and Social Studies (NIHSS)	20	3	23	43	4	47	47%	75%	49%
Seychelles Business Studies Academy (SBSA)	67	17	84	70	20	90	96%	85%	93%
Seychelles Institute of Agriculture and Horticulture (SIAH)	6	8	14	6	8	14	100%	100%	100%
Seychelles Institute of Teacher Education (SITE)	21		21	21		21	100%	0%	100%
Seychelles Institute of Technology (SIT)	13	104	117	14	123	137	93%	85%	85%
Seychelles Institute of Art and Design (SIAD)	54	16	70	54	16	70	100%	100%	100%
Seychelles Maritime Academy (SMA)	6	14	20	12	62	74	50%	23%	27%
Seychelles Tourism Academy (STA)	142	40	182	142	42	184	100%	95%	99%
Grand Total	<b>330</b>	<b>201</b>	<b>531</b>	<b>362</b>	<b>275</b>	<b>637</b>	91%	73%	83%

Source: STA, SBSA, SIT, NIHSS, SIAD, SITE, SMA, SIAH and ANHRD

## 1.1 Destination of Graduates

At the time the survey was administered, 54% (289) of the respondents were in employment, out of which 60% (173) were females and 40% (116) were males. A group of 18% (94) were pursuing further studies and this consisted of 71% (67) females and 29% (27) males. Another 19% (101) were unemployed<sup>2</sup> whereby 61% (62) were females, and 39% (39) were males. A small percentage (2%) of the graduates were potential labour force. Potential labour force consists of graduates who at the time the survey was conducted had already found a job but were waiting to start or those who were not in employment, as they did not meet all the three criteria to be considered as unemployed. The remaining 6% (34) of the graduates’ status was unknown and this consisted of 16 (47%) males and 18 (53%) females. It is evident that the number of females outnumbered the number of males for each of the destinations of graduates as shown in Table 2.

Figure 1: Destination of Respondents



Source: STA, SBSA, SIT, NIHSS, SIAD, SITE, SMA, SIAH and ANHRD

<sup>2</sup> The criteria used to be considered as unemployed are:

- (1) Not working
- (2) Seeking for a job
- (3) Available to start working

Note that all 3 criteria must be met in order for a person to be considered as unemployed. If an individual meets only 2 criteria, this person is not considered as unemployed.

Table 2: Destination of Respondents by Gender

Destination	Female		Male		Total
	No	%	No	%	
In Employment	173	60%	116	40%	<b>289</b>
Unemployed	62	61%	39	39%	<b>101</b>
Further Studies	67	71%	27	29%	<b>94</b>
Status Unknown	18	53%	16	47%	<b>34</b>
Potential labour force	9	69%	4	31%	<b>13</b>
<b>Grand Total</b>	<b>329</b>	<b>62%</b>	<b>202</b>	<b>38%</b>	<b>531</b>

Source: STA, SBSA, SIT, NIHSS, SIAD, SITE, SMA, SIAH and ANHRD

## 1.2 Destination of graduates by Professional Centres

All of the PCs had 50% and over of their graduates in employment except for the Seychelles Institute of Art and Design. One main reason for this is that majority of the graduates from this institution (56%) are pursuing further studies. The Seychelles Institute of Agriculture and Horticulture had 79% (11) of its graduates in employment followed by the National Institute of Health and Social Studies with 78% (18) of its graduates in employment. The Seychelles Institute of Teacher Education had 76% (16), Seychelles Maritime Academy had 55% (11), Seychelles Business Studies Academy had 73% (61), Seychelles Tourism Academy had 51% (94) and Seychelles Institute of Technology had 50% (60) of its graduates in employment.

The Seychelles Tourism Academy had the highest percentage of its graduates (33%) not in employment, followed by the Seychelles Maritime Academy with 20% of its graduates not in employment. The Seychelles Institute of Technology and the Seychelles Institute of Teacher Education had 14% of their graduates not in employment each.

Among the 94 graduates pursuing further studies, the largest portion came from the Seychelles Institute of Art and Design, with 56% (39) of its graduates pursuing further studies. The majority of them were pursuing their studies in the same institution moving from certificate level to advanced certificate or diploma level in specific programmes. The Seychelles Institute of Teacher Education (SITE) had the least percentage (5%) of its graduates pursuing further studies. Lastly, the Seychelles Institute of Technology had the highest number of graduates with unknown status and that is 17 (21%).

All the institutions had 5% or less of their graduates as potential labour force.

Table 3: Destination of Graduates by Professional Centre

Institution	Employed		Further Studies		Status Unknown		Unemployed		Potential labour force entrant		Total
	No	%	No	%	No	%	No	%	No	%	
National Institute of Health and Social Studies (NIHSS)	18	78%	3	13%		0%	1	4%	1	4%	23
Seychelles Business Studies Academy (SBSA)	61	73%	17	20%		0%	2	2%	4	5%	84
Seychelles Institute of Agriculture and Horticulture (SIAH)	11	79%	1	7%		0%	2	14%		0%	14
Seychelles Institute of Teacher Education (SITE)	16	76%		0%		0%	4	19%	1	5%	21
Seychelles Institute of Technology (SIT)	60	51%	17	15%	14	12%	22	19%	4	3%	117
Seychelles Institute of Art and Design (SIAD)	18	26%	39	56%	6	9%	6	9%	1	1%	70
Seychelles Maritime Academy (SMA)	11	55%	5	25%		0%	4	20%		0%	20
Seychelles Tourism Academy (STA)	94	52%	12	7%	14	8%	60	33%	2	1%	182
<b>Grand Total</b>	<b>289</b>	<b>54%</b>	<b>94</b>	<b>18%</b>	<b>34</b>	<b>6%</b>	<b>101</b>	<b>19%</b>	<b>13</b>	<b>2%</b>	<b>531</b>

Source: STA, SBSA, SIT, NIHSS, SIAD, SITE, SMA, SIAH and ANHRD

### 1.3 Destination of Graduates by Programme

Graduates who followed programmes such as Diploma in Construction Industry, Diploma in Early Childhood Education, Diploma in Primary Education, Advanced Certificate in Nautical Science, Certificate in Marine Mechanic and Advanced Certificate in General Agriculture were all in employment (100%) at the time the survey was administered.

However, graduates who followed a Diploma in Motor Vehicle Engineering, Diploma in Telecommunication and Diploma in Engineering - Mechanical Manufacturing Engineering and Electrical/Electronic programmes were all unemployed (100%) at the time of the survey. Majority of them felt that there is an unavailability of suitable jobs. On the other hand, some graduates chose to continue with their studies and they are following Certificate level programmes in Ornamental Horticulture and Landscaping (Apprenticeship) and Advanced Diploma in Hospitality Management.

Table 4: Destination of Graduates by Programme

Institution and Programme	Employed		Further Studies		Status Unknown		Unemployed		Potential labour force		Grand Total
	No	%	No	%	No	%	No	%	No	%	
<b>National Institute of Health and Social Studies (NIHSS)</b>	<b>18</b>	<b>78%</b>	<b>3</b>	<b>13%</b>		<b>0%</b>	<b>1</b>	<b>4%</b>	<b>1</b>	<b>4%</b>	<b>23</b>
Certificate in Health Care	7	88%	1	13%		0%		0%		0%	8
Diploma In Nursing	9	75%	1	8%		0%	1	8%	1	8%	12
Diploma in Pharmaceutical Sciences	2	67%	1	33%		0%		0%		0%	3
<b>Seychelles Business Studies Academy (SBSA)</b>	<b>61</b>	<b>73%</b>	<b>17</b>	<b>20%</b>		<b>0%</b>	<b>2</b>	<b>2%</b>	<b>4</b>	<b>5%</b>	<b>84</b>
Diploma in Business Studies and Accounting	31	78%	8	20%		0%		0%	1	3%	40
Diploma in Office Management and Administration	30	68%	9	20%		0%	2	5%	3	7%	44
<b>Seychelles Institute of Agriculture and Horticulture (SIAH)</b>	<b>11</b>	<b>79%</b>	<b>1</b>	<b>7%</b>		<b>0%</b>	<b>2</b>	<b>14%</b>		<b>0%</b>	<b>14</b>
Advanced Certificate in General Agriculture	4	100%		0%		0%		0%		0%	4
Advanced Certificate in Ornamental Horticulture and Landscaping	4	80%		0%		0%	1	20%		0%	5
Certificate in General Agriculture (Apprenticeship)	3	75%		0%		0%	1	25%		0%	4
Certificate in Ornamental Horticulture and Landscaping (Apprenticeship)		0%	1	100%		0%		0%		0%	1
<b>Seychelles Institute of Teacher Education (SITE)</b>	<b>16</b>	<b>76%</b>		<b>0%</b>		<b>0%</b>	<b>4</b>	<b>19%</b>	<b>1</b>	<b>5%</b>	<b>21</b>
Diploma in Education - Early Childhood	9	100%		0%		0%		0%		0%	9
Diploma in Education - Primary	6	100%		0%		0%		0%		0%	6
Diploma in Education Secondary - Technology and Enterprise	1	17%		0%		0%	4	67%	1	17%	6
<b>Seychelles Institute of Technology (SIT)</b>	<b>60</b>	<b>51%</b>	<b>17</b>	<b>15%</b>	<b>14</b>	<b>12%</b>	<b>22</b>	<b>19%</b>	<b>4</b>	<b>3%</b>	<b>117</b>
Advanced Certificate in Carpentry and Joinery	4	67%	2	33%		0%		0%		0%	6
Advanced Certificate in Electrical and Electronics	3	27%	4	36%		0%	2	18%	2	18%	11
Advanced Certificate in Electrical Installation	5	50%	1	10%	3	30%	1	10%		0%	10
Advanced Certificate in Masonry	2	67%		0%		0%	1	33%		0%	3

## Destination Survey of Professional Centre's Graduates 2018

Institution and Programme	Employed		Further Studies		Status Unknown		Unemployed		Potential labour force		Grand Total
	No	%	No	%	No	%	No	%	No	%	
Advanced Certificate in Mechanical Engineering	1	33%	1	33%		0%	1	33%		0%	3
Advanced Certificate in Motor Vehicle	8	67%	1	8%		0%	3	25%		0%	12
Advanced Certificate in Plumbing	2	50%		0%	1	25%	1	25%		0%	4
Advanced Certificate in Refrigeration and Air-Conditioning	5	71%		0%		0%	1	14%	1	14%	7
Certificate in Electrical Installation (Apprenticeship)	1	17%	3	50%	1	17%	1	17%		0%	6
Certificate in Carpentry & Joinery (Apprenticeship)	1	13%		0%	7	88%		0%		0%	8
Certificate in Masonry (Apprenticeship)	7	88%		0%	1	13%		0%		0%	8
Certificate in Motor Vehicle Mechanics (Apprenticeship)	5	83%		0%		0%	1	17%		0%	6
Certificate in Painting and Decorating		0%	4	57%		0%	3	43%		0%	7
Certificate in Plumbing (Apprenticeship)		0%	1	50%	1	50%		0%		0%	2
Certificate in Refrigeration and Air Conditioning (Apprenticeship)	7	78%		0%		0%	1	11%	1	11%	9
Diploma in Construction Industry	8	100%		0%		0%		0%		0%	8
Diploma in Engineering - Mechanical Manufacturing Engineering	1	50%		0%		0%	1	50%		0%	2
Diploma in Engineering - Mechanical Manufacturing Engineering and Electrical/Electronics		0%		0%		0%	1	100%		0%	1
Diploma in Motor Vehicle Engineering		0%		0%		0%	1	100%		0%	1
Diploma in Telecommunication Systems		0%		0%		0%	3	100%		0%	3
<b>Seychelles Institute of Art and Design (SIAD)</b>	<b>18</b>	<b>26%</b>	<b>39</b>	<b>56%</b>	<b>6</b>	<b>9%</b>	<b>6</b>	<b>9%</b>	<b>1</b>	<b>1%</b>	<b>70</b>
Advanced Certificate in Fashion	1	13%	6	75%		0%	1	13%		0%	8
Advanced Certificate in Fine Art	2	22%	5	56%	1	11%	1	11%		0%	9
Advanced Certificate in Graphic	3	23%	9	69%	1	8%		0%		0%	13
Advanced Certificate in Textiles	2	33%	1	17%	1	17%	1	17%	1	17%	6



## Destination Survey of Professional Centre's Graduates 2018

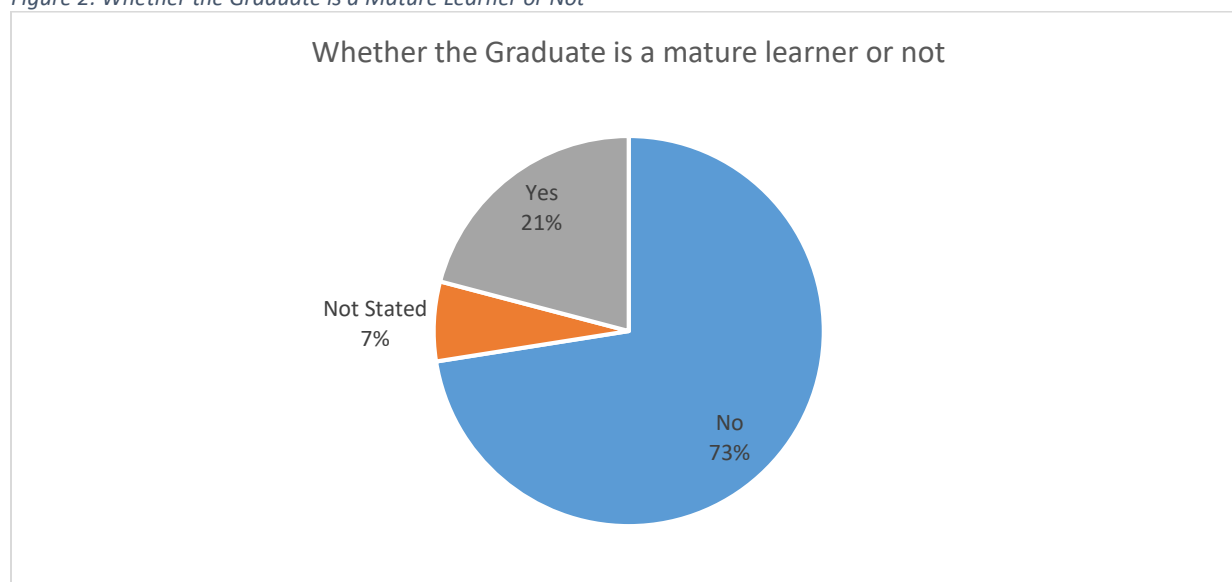
Institution and Programme	Employed		Further Studies		Status Unknown		Unemployed		Potential labour force		Grand Total
	No	%	No	%	No	%	No	%	No	%	
Certificate Drawing and Painting	1	13%	6	75%	1	13%		0%		0%	8
Certificate in Sewing and Textiles	3	38%	4	50%		0%	1	13%		0%	8
Diploma in Art and Design	6	33%	8	44%	2	11%	2	11%		0%	18
<b>Seychelles Maritime Academy (SMA)</b>	<b>11</b>	<b>55%</b>	<b>5</b>	<b>25%</b>		<b>0%</b>	<b>4</b>	<b>20%</b>		<b>0%</b>	<b>20</b>
Advanced Certificate in Fisheries Science	1	25%	2	50%		0%	1	25%		0%	4
Advanced Certificate in Marine Mechanic	1	100%		0%		0%		0%		0%	1
Advanced Certificate in Nautical Science	4	100%		0%		0%		0%		0%	4
Certificate in Fisheries Science and Fishing Technology	2	67%		0%		0%	1	33%		0%	3
Certificate in Fishing Technology (Apprenticeship)	2	29%	3	43%		0%	2	29%		0%	7
Certificate in Marine Mechanic	1	100%		0%		0%		0%		0%	1
<b>Seychelles Tourism Academy (STA)</b>	<b>94</b>	<b>52%</b>	<b>12</b>	<b>7%</b>	<b>14</b>	<b>8%</b>	<b>60</b>	<b>33%</b>	<b>2</b>	<b>1%</b>	<b>182</b>
Advanced Certificate in Food Preparation and Culinary Arts	19	95%		0%	1	5%		0%		0%	20
Advanced Certificate in Reception Operations and Services	16	64%		0%	6	24%	3	12%		0%	25
Advanced Certificate in Restaurant and Bar	15	75%	2	10%	1	5%	2	10%		0%	20
Advanced Certificate in Tourism and Tour Guiding	15	75%	3	15%	2	10%		0%		0%	20
Advanced Certificate in Wellness and Spa	12	71%	1	6%	2	12%	2	12%		0%	17
Advanced Diploma in Hospitality Management		0%	5	100%		0%		0%		0%	5
Certificate in Accommodation Operations and Services	7	50%		0%	1	7%	6	43%		0%	14
Certificate in Food Preparation and Culinary Arts (Apprenticeship)	7	32%		0%		0%	14	64%	1	5%	22
Certificate in Reception Operation and Services (Apprenticeship)	1	6%		0%	1	6%	14	88%		0%	16
Certificate in Restaurant and Bar (Apprenticeship)	2	9%	1	4%		0%	19	83%	1	4%	23
<b>Grand Total</b>	<b>289</b>	<b>54%</b>	<b>94</b>	<b>18%</b>	<b>34</b>	<b>6%</b>	<b>101</b>	<b>19%</b>	<b>13</b>	<b>2%</b>	<b>531</b>

Source: STA, SBSA, SIT, NIHSS, SIAD, SITE, SMA, SIAH and ANHRD

#### 1.4 Whether the graduate is a mature learner or not

Out of the 531 graduates surveyed, 21% (111) were mature learners compared to the majority 73% (385) who were not, as they were enrolled into professional centres right after completing their secondary education after having met the entry criteria of the different institutions.

Figure 2: Whether the Graduate is a Mature Learner or Not

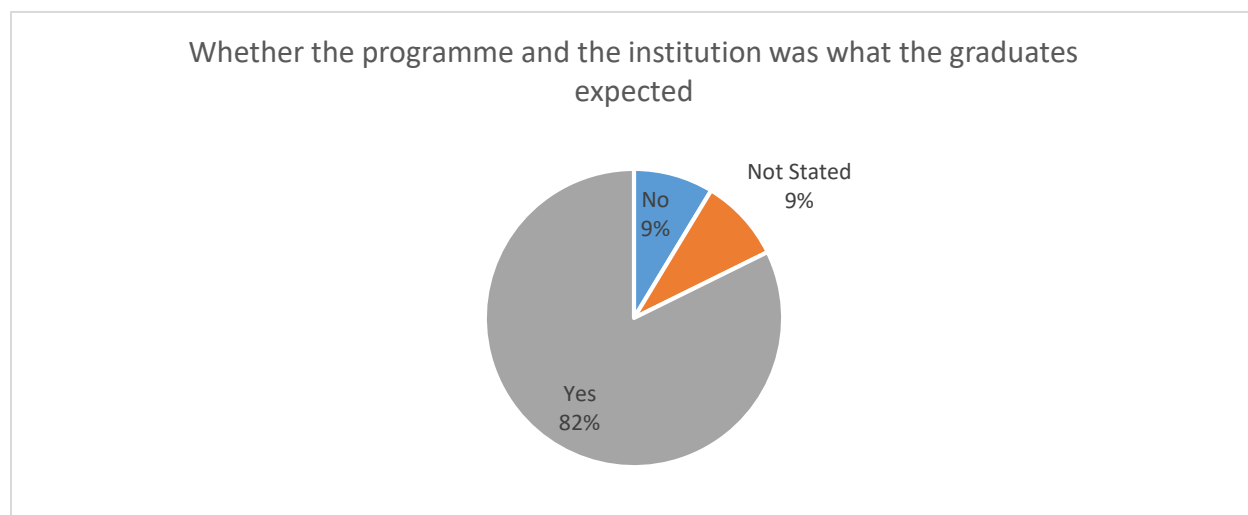


Source: STA, SBSA, SIT, NIHSS, SIAD, SITE, SMA, SIAH and ANHRD

#### 1.5 Whether the programme and institution was what the graduates expected

A significant number of 437 (82%) respondents agreed that the institution and the programme they have studied was what they expected. However, 9% (48) did not attempt this question and another 9% (46) felt that the programme and their institution was not what they were expecting. It may be that the graduates expectations of what the programme and institutions were different than the reality. However, the results from the survey show that 91% of those graduates stated that they would recommend the programme to others and 72% felt that their choice of training field was right.

Figure 2: Whether the Programme and the Institution was what the Graduates Expected



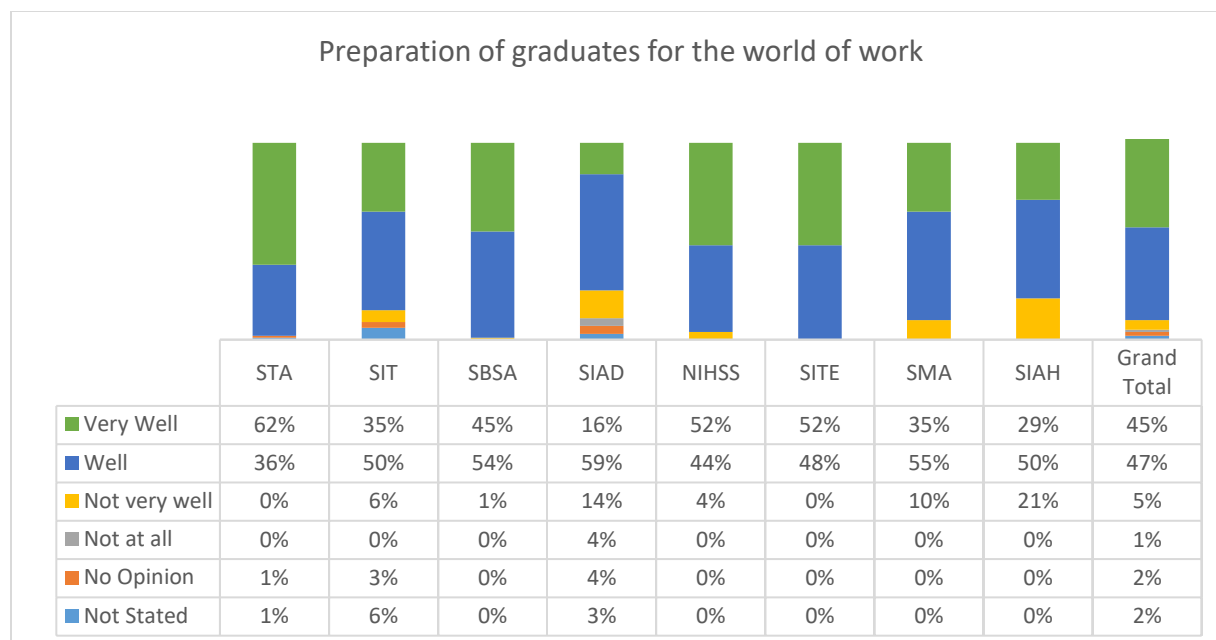
Source: STA, SBSA, SIT, NIHSS, SIAD, SITE, SMA, SIAH and ANHRD

## 1.6 Preparation of graduates for the world of work

Out of the 531 respondents, 47% (248) claimed that the programme and institution prepared them well for the world of work. This was followed by 45% (237) who felt that they were very well prepared for the world of work. A group of 5% (24) claimed that they were not very well prepared at all and 2% (8) did not share any opinion. A large proportion of the respondents (62%) (113) from the Seychelles Tourism Academy (STA) stated that they were very well prepared for the world of work. Moreover, more than half of the graduates coming from both the National Institute of Health and Social Studies (NIHSS) and the Seychelles Institute of Teacher Education (SITE) felt that they were very well prepared.

The Seychelles Institute of Technology (SIT), the Seychelles Business Studies Academy (SBSA), the Seychelles Institute of Art and Design (SIAD), the Seychelles Maritime Academy (SMA) and the Seychelles Institute of Agriculture and Horticulture (SIAH) had 50% or more of their graduates claiming that they were well prepared for the world of work. However, the Seychelles Institute of Agriculture and Horticulture (SIAH) had 21% (3) of its graduates stating that they were not very well prepared. The Seychelles Institute of Art and Design (SIAD) is the only institution with 4% (3) of its graduates who stated that they were not at all prepared for the world of work. Those graduates were from the Advanced Certificate in Graphics Design, Advanced Certificate in Textile and Certificate in Drawing and Painting programme.

Figure 3: Preparation of Graduates for the World of Work



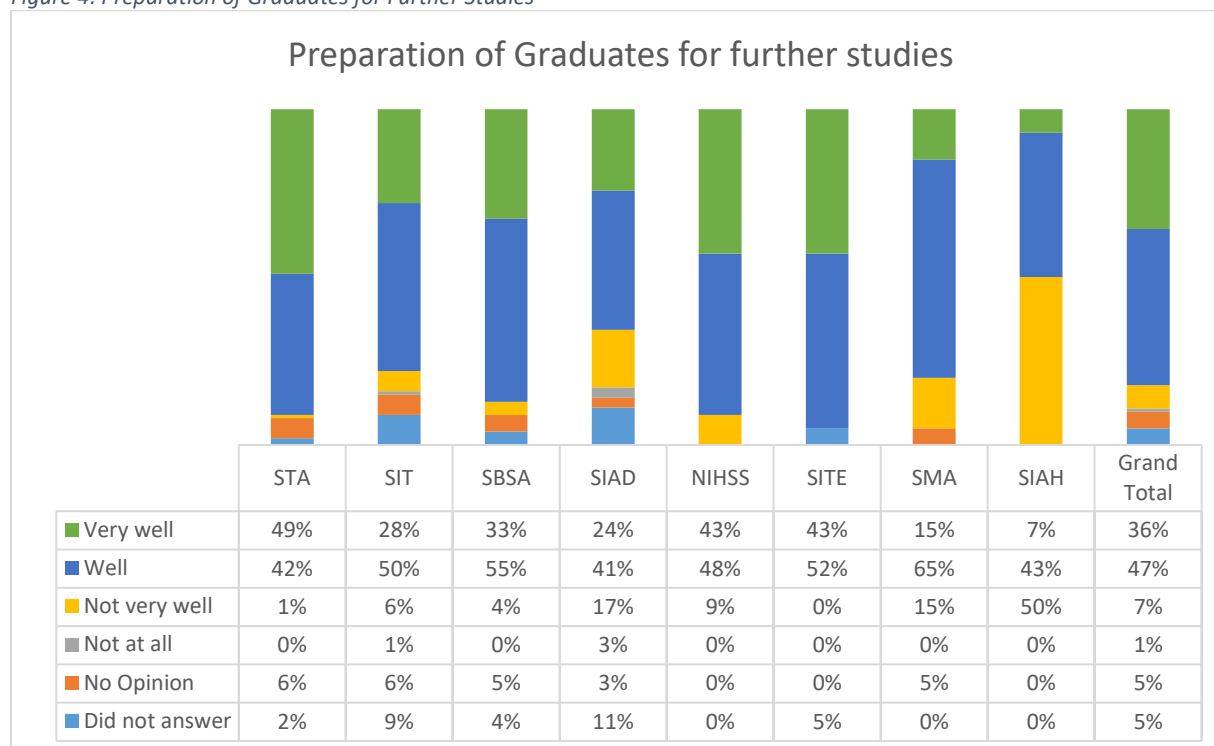
Source: STA, SBSA, SIT, NIHSS, SIAD, SITE, SMA, SIAH and ANHRD

### 1.7 Preparation of Graduates for Further Studies

In relation to how well the programmes and the institutions prepared the graduates for further studies, 47% (250) of the graduates surveyed agreed that they were well prepared for further studies. This is followed by 36% (191) who were very well prepared and 7% (35) who felt that they were not very well prepared for further studies. Very few of the respondents, 1% (3) felt that they were not well prepared at all for further studies and 5% (25) did not share any opinion.

The Seychelles Tourism Academy (STA) had half of its graduates (50%) 90 agreeing that they were very well prepared for further studies. The other professional centres had most of their graduates also claiming that they were well prepared for further studies. Nevertheless, the Seychelles Institute of Agriculture and Horticulture (SIAH) had half of its graduates 50% (7) stating that they were not very well prepared for further studies and the Seychelles Institute of Art and Design (SIAD) had 3% (2) of its graduates claiming that they were not well prepared at all for further studies.

Figure 4: Preparation of Graduates for Further Studies

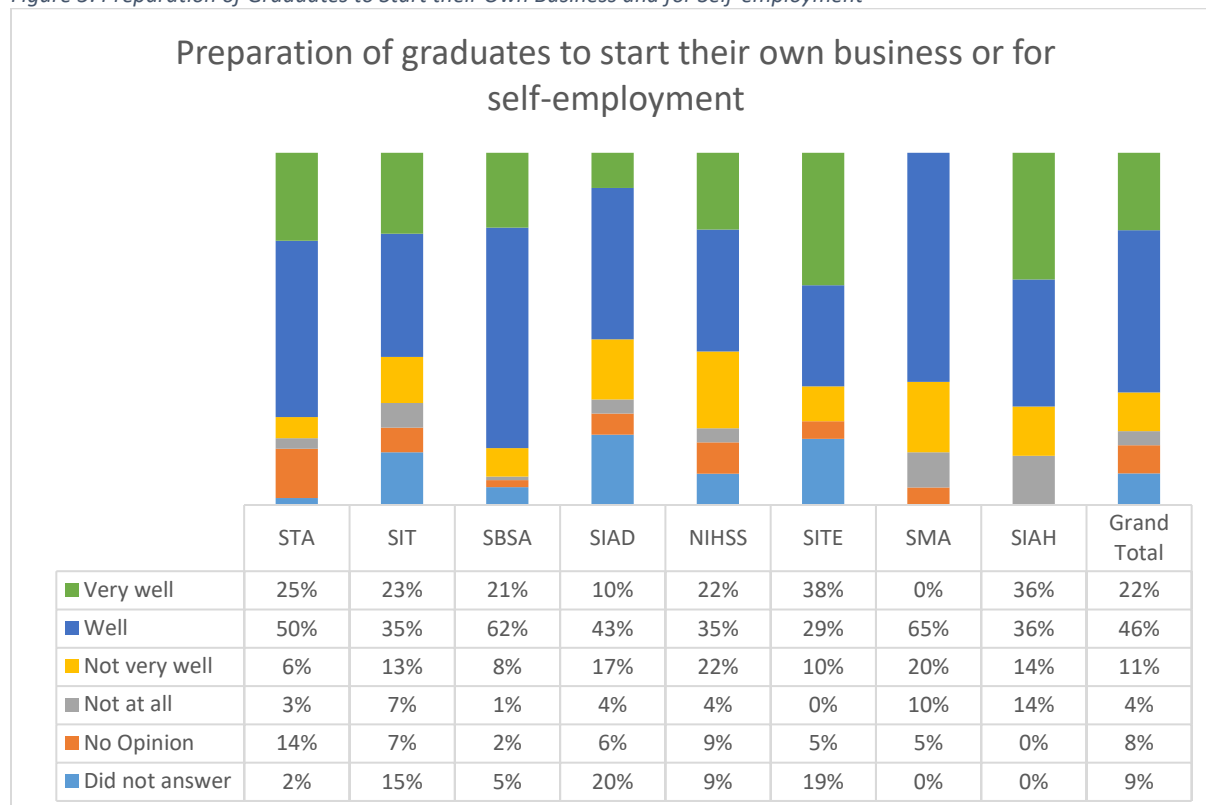


Source: STA, SBSA, SIT, NIHSS, SIAD, SITE, SMA, SIAH and ANHRD

## 1.8 Preparation to starting own business and self-employment

This section focuses on how well the programme the graduates studied, prepared them to start their own business and for self-employment. A majority of 46% (245) of the respondents felt that they were well prepared for self-employment or for starting their own business. This is followed by 22% (117) who were very well prepared, 11% (57) who were not very well prepared and 4% (22) who felt that they were not well prepared at all to start their own business or for self-employment. A group 8% (44) of the respondents did not share any opinion. The Seychelles Maritime Academy (SMA) had the majority of its graduates 65% (13), claiming they were well prepared and the Seychelles Institute of Teacher Education (SITE) had 38% (8) of its graduates stating that they very well prepared for self-employment or to start their own business. However, 22% (5) of graduates from the National Institute of Health and Social Studies claimed that they were not very well prepared for starting their own business and self-employment and 14% (2) of graduates from the Seychelles Institute of Agriculture and Horticulture (SIAH) claimed that they were not well prepared at all to start their own business also.

Figure 5: Preparation of Graduates to Start their Own Business and for Self-employment

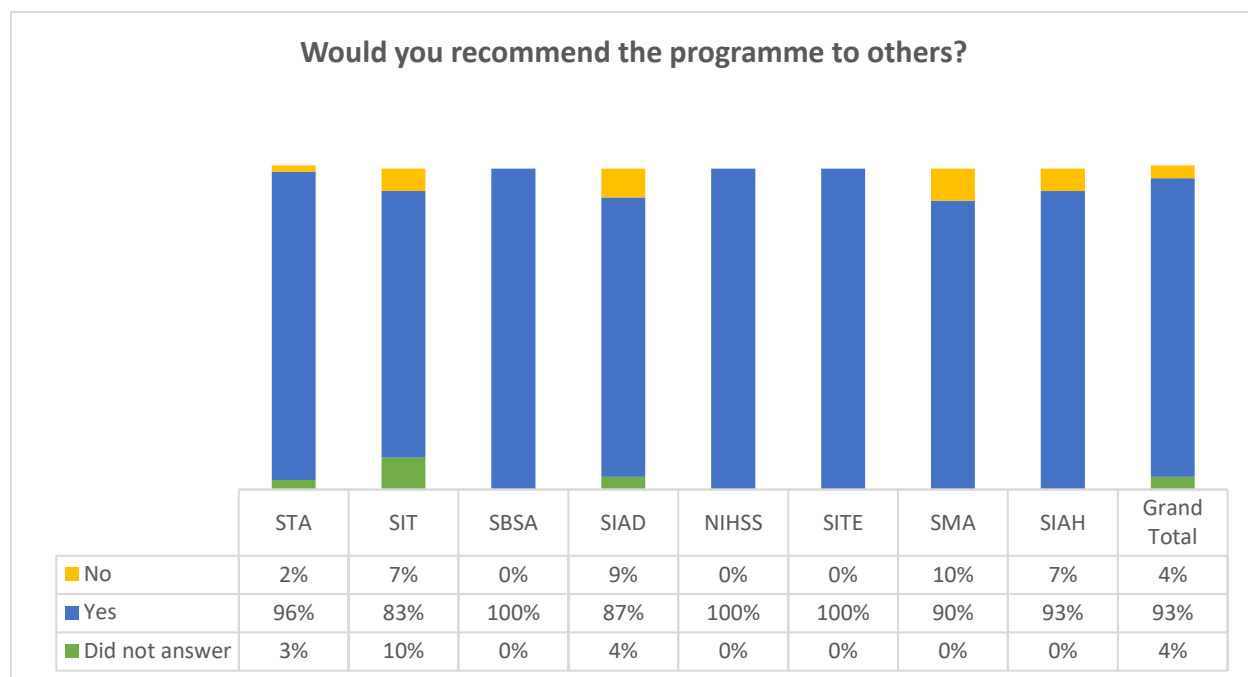


Source: STA, SBSA, SIT, NIHSS, SIAD, SITE, SMA, SIAH and ANHRD

### 1.9 Recommending the programme to others

Of the 531 graduates who responded to the survey, a significant percentage (93%) (491) would recommend the programme they studied to others. The Seychelles Business Studies Academy (SBSA), the National Institute of Health and Social Studies (NIHSS) and the Seychelles Institute of Teacher Education (SITE) had all of their graduates (100%) agreeing that they would recommend their programme to others. Furthermore, all the other professional centres had more than half of their graduates responding positively to this question. But a small percentage of 4 however, (20) stated that they would not recommend the programme to others and the majority (8) came from the Seychelles Institute and Technology (SIT).

Figure 6: Recommending the Programme to others



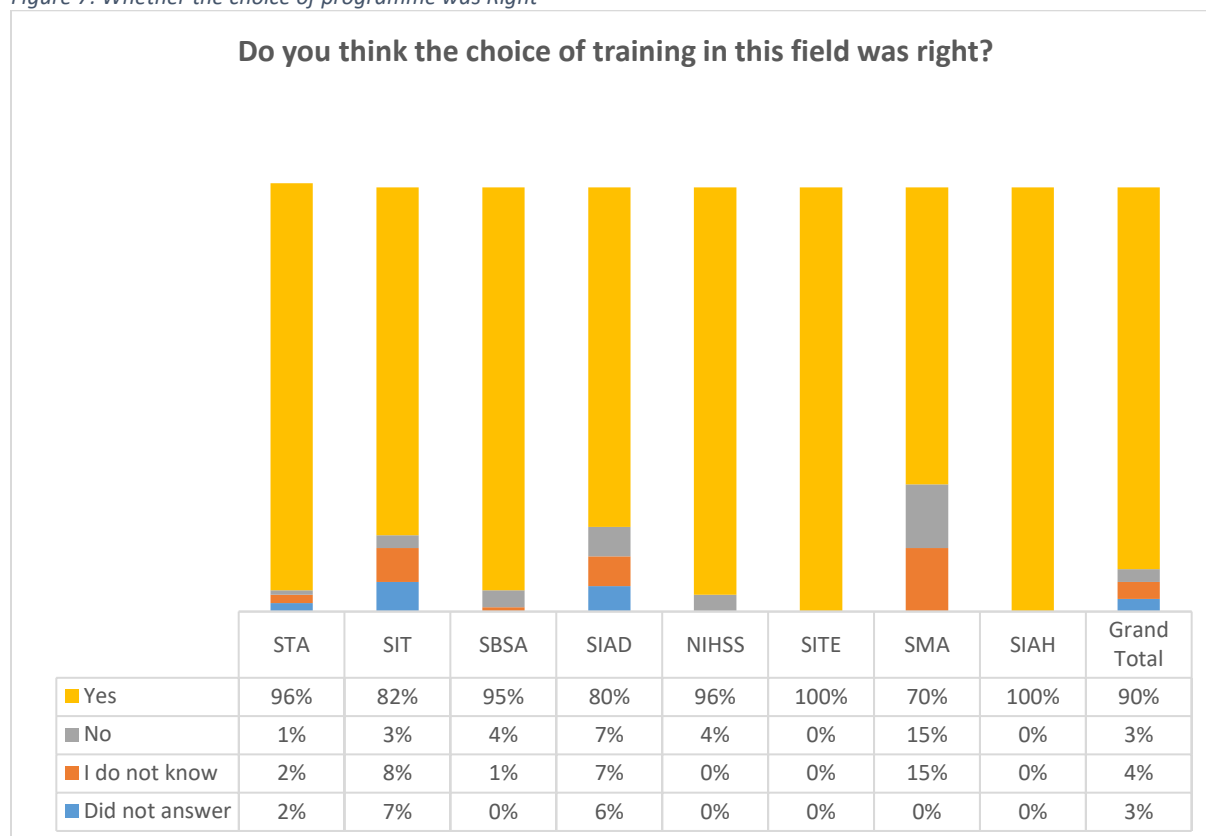
Source: STA, SBSA, SIT, NIHSS, SIAD, SITE, SMA, SIAH and ANHRD

### 1.10 Whether the choice of programme was right

A large percentage of respondents, 90% (477) agreed that they have made the right choice were the programme they studied is concerned. The Seychelles Institute of Teacher Education (SITE) and the Seychelles Institute of Agriculture and Horticulture (SIAH) had all their graduates (100%) agreeing that they had made the right choice of programme and the other professional centres had above 70% of their graduates also agreeing to same.

However, 3% (18) of the graduates surveyed felt that they had made the wrong choice. The majority (5) of these learners came from the Seychelles Institute of Art and Design (SIAD). Furthermore, another 4% (21) of the graduates have no idea if the programme they had chosen was right or not.

Figure 7: Whether the choice of programme was Right



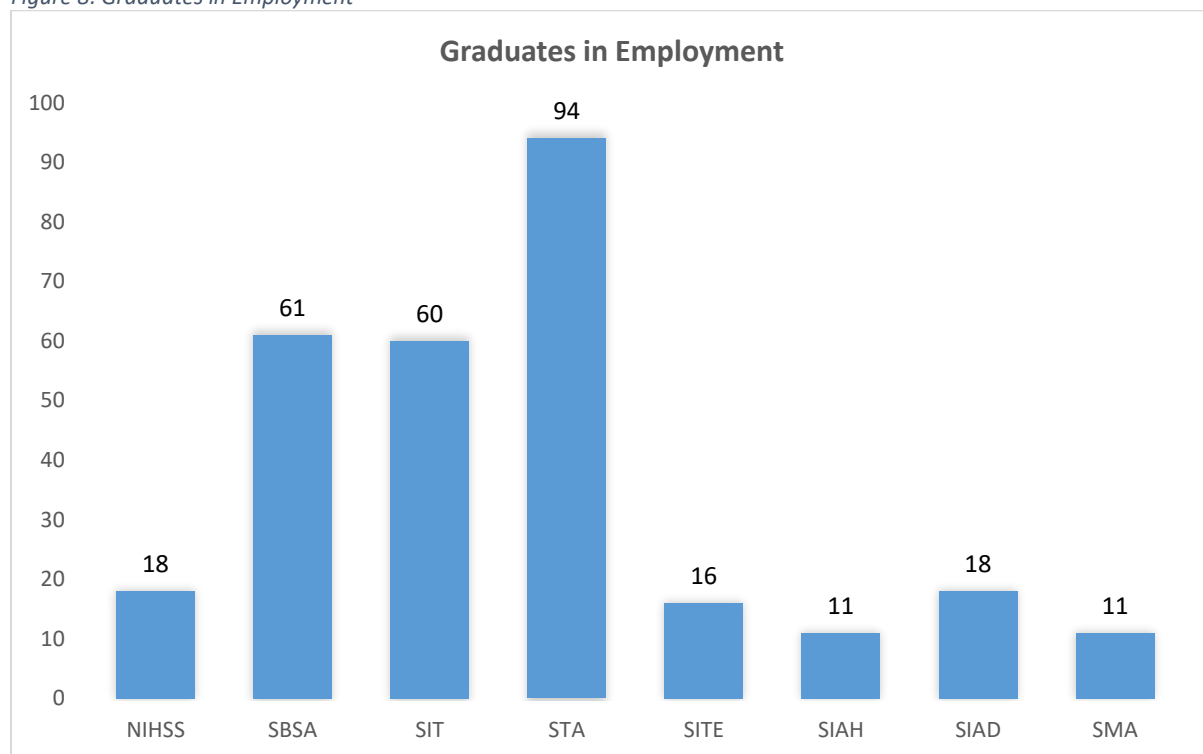
Source: STA, SBSA, SIT, NIHSS, SIAD, SITE, SMA, SIAH and ANHRD

### 1.11 Graduates in Employment

As stated, 289 (54%) graduates were in employment at the time of the survey. The majority of the graduates in employment, which is 33% (94), were from the Seychelles Tourism Academy (STA), followed by 21% (61) from the Seychelles Business Studies Academy and 21% (60) from the Seychelles Institute of Technology (SIT). The Seychelles Institute of Art and Design (SIAD) had 6% (18) of its graduates in employment followed by another 6% (16) from the Seychelles Institute of Teacher Education. Only 4% (11) of the employed graduates came from the Seychelles Maritime Academy (SMA) and the Seychelles Institute of Agriculture and Horticulture (SIAH) respectively, which still represent the majority in each institution as they have fewer respondents in total.



Figure 8: Graduates in Employment

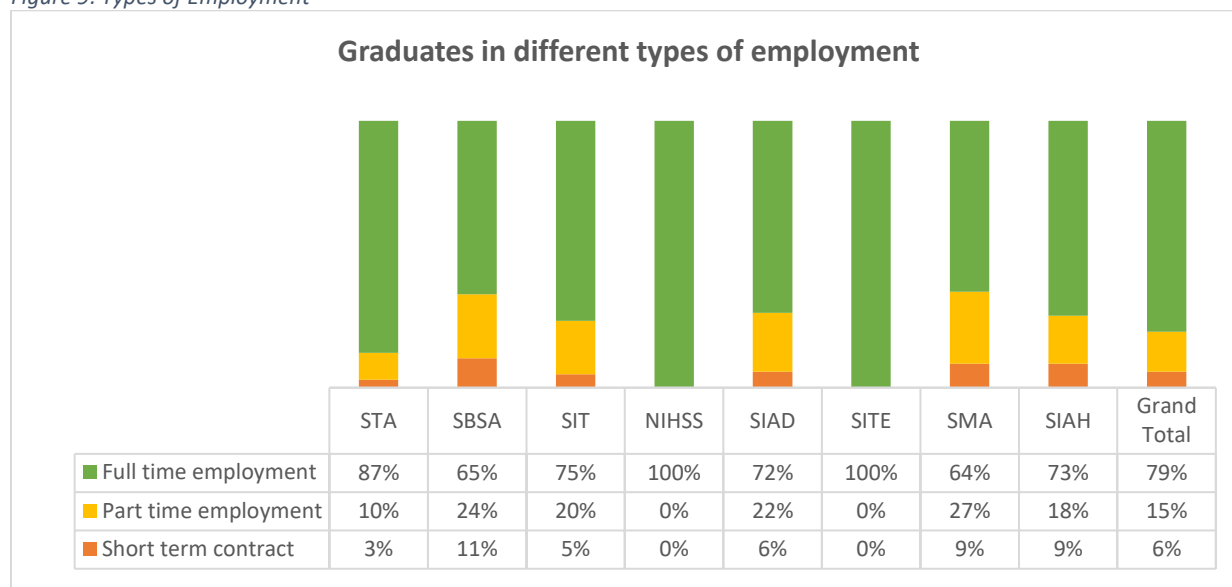


Source: STA, SBSA, SIT, NIHSS, SIAD, SITE, SMA, SIAH and ANHRD

### 1.12 Types of employment

Of the 289 graduates in employment, 79% (228) which represents the majority were in full time employment, 15% (45) in part time employment and 6% (16) were on short-term contract. The National Institute of Health and Social Studies (NIHSS) and the Seychelles Institute of Teacher Education (SITE) had all their employed graduates in full time employment. All the other Professional Centres had over 70% of their employed graduates in full time employment except SBSA and SMA. This shows that the majority of the graduates trained were able to meet the demands on the labour market.

Figure 9: Types of Employment



Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

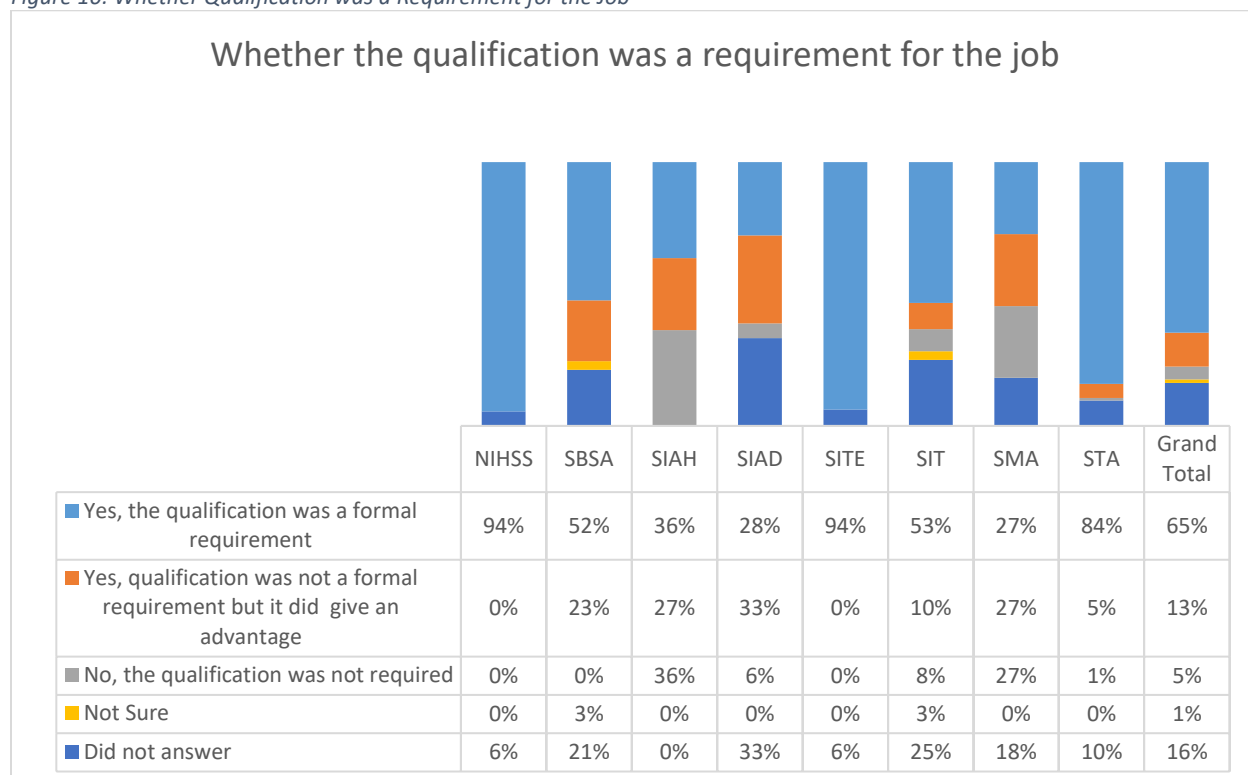
### 1.13 Whether qualification was a requirement for the Job

Among the group of graduates in employment, 65% (187) agreed that their qualification obtained from their training was a formal requirement for the job they applied. Most of these graduates were from the National Institute of Health and Social Studies and the Seychelles Institute of Teacher Education with 94% of their graduates each agreeing that their qualification obtained was a formal requirement for their job. This is followed by 84% of the graduates from the Seychelles Tourism Academy agreeing to same.

Another group of 13% (37) of the graduates in employment stated that their qualification obtained was not a formal requirement in securing their job, but it did give them an advantage and most of them came from the Seychelles Institute of Art and Design (33%).

However, 5% of the graduates in employment stated that the qualification obtained from their training was not a formal requirement for their job and the majority of these graduates came from the Seychelles Institute of Agriculture and Horticulture (36%). A small portion of 1% was not sure whether their qualification obtained was a formal requirement or not and 16% of the graduates did not attempt this question.

Figure 10: Whether Qualification was a Requirement for the Job

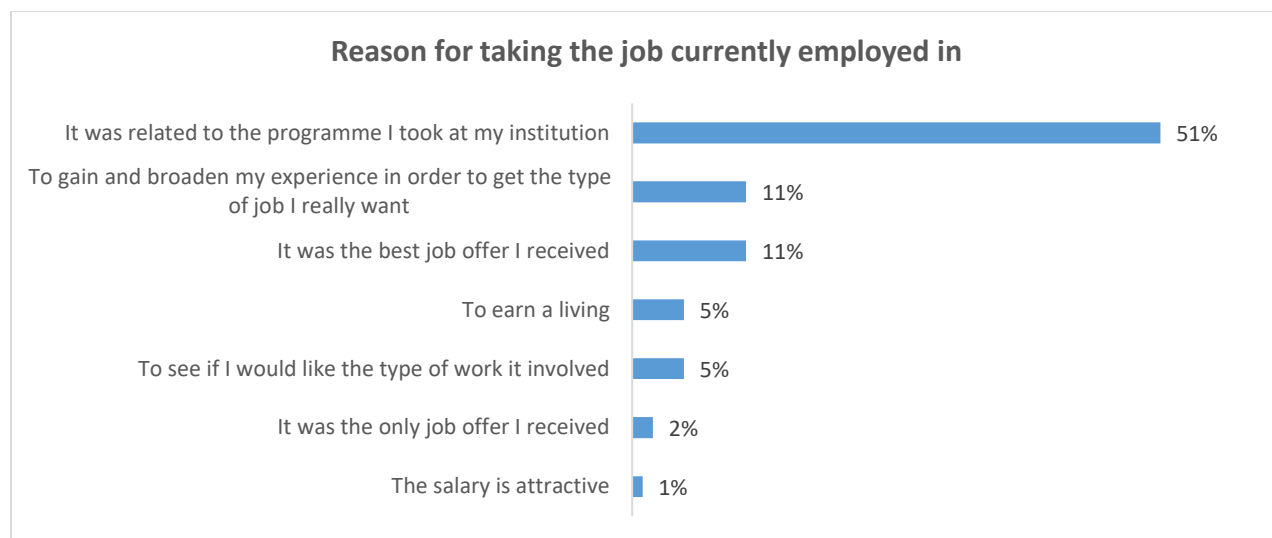


Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

### 1.14 Reason for taking the job currently employed in

There are various reasons graduates took the jobs they are employed in. The majority of them, 59% (147) stated that it was related to the programme they studied at their institution. This is followed by 11% (32) who stated that it was the best job offer they had received and another 11% (33) had taken their job to broaden their experience so that they can later get the job they really want. Fourteen graduates, which represents 5%, had taken their job to earn a living and the same amount had taken the job to see if they would like the type of work it involved. Only 1% (3) of the graduates had taken the job because the salary is attractive.

Figure 11: Reason for Taking the Job Currently Employed In

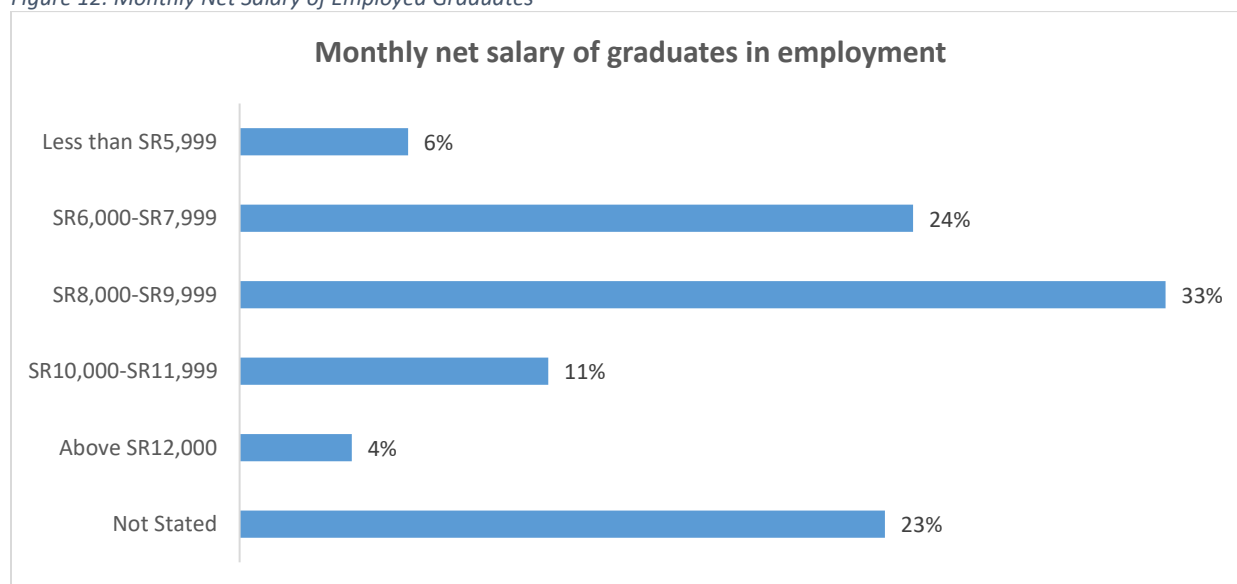


Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

## 1.15 Monthly Net Salary of Graduates in Employment

Most of the graduates in employment (33%) (94) are earning a net salary ranging between SR8, 000 to SR9,999 per month. This is followed by 24% (68) earning between SR6, 000 to SR7, 999 per month, 11% (33) between SR10, 000 to SR11, 999 and 6% (19) is earning less than SR5,999. Only 4% (10) of the graduates surveyed is earning above SR 12,000 and the majority of them are working in the public sector. Nearly a quarter of the graduates in employment did not state their salary as they might consider this as a sensitive subject.

Figure 12: Monthly Net Salary of Employed Graduates

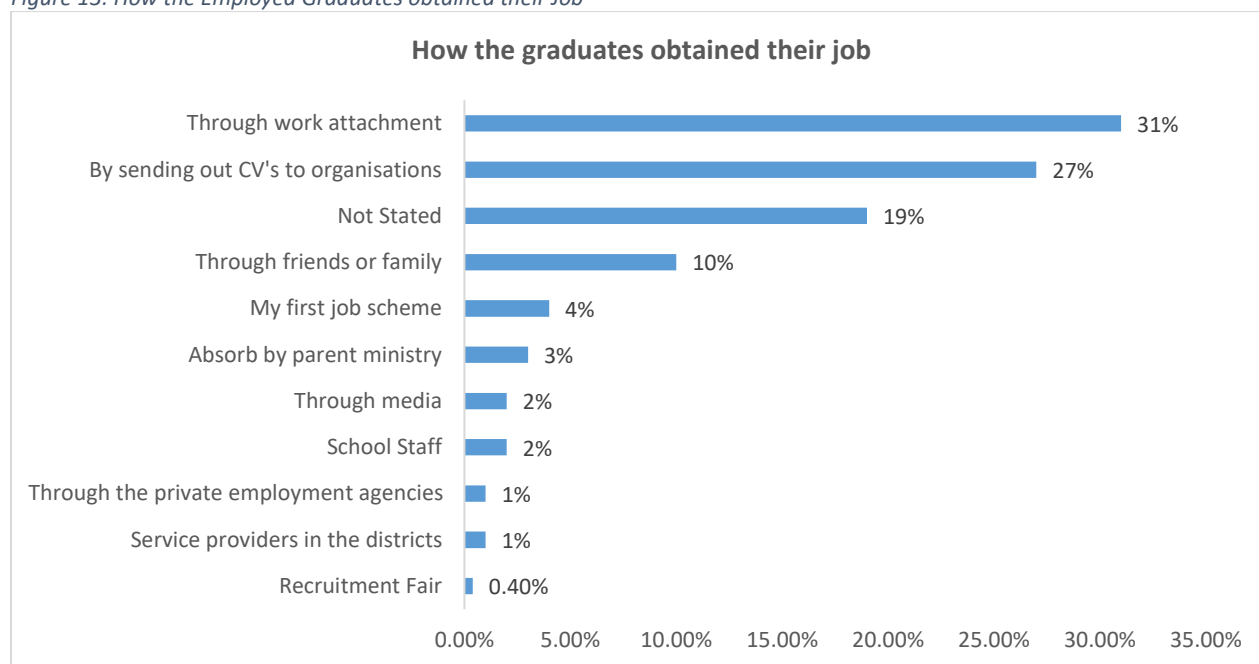


Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

### 1.16 How the Graduates obtained their job

The graduates in employment obtained their job through different means. Out of the 289 graduates in employment, 31% (90) obtained their job through work attachment, 27% (78) obtained theirs by sending their curriculum vitae to that organisation and 10% (28) obtained theirs through the help of family or friends. Another 4% (11) obtained their job through the 'My first job scheme' programme and the parent Ministries absorbed 3% (9) of the graduates in employment. The media accounted for 2% (5) of the graduates and school staffs had assisted another 2% (5) of graduates in obtaining their job. Very few graduates obtained employment through service providers in the districts (1%), through private employment agencies (1%) and through recruitment fairs (0.4%).

Figure 13: How the Employed Graduates obtained their Job

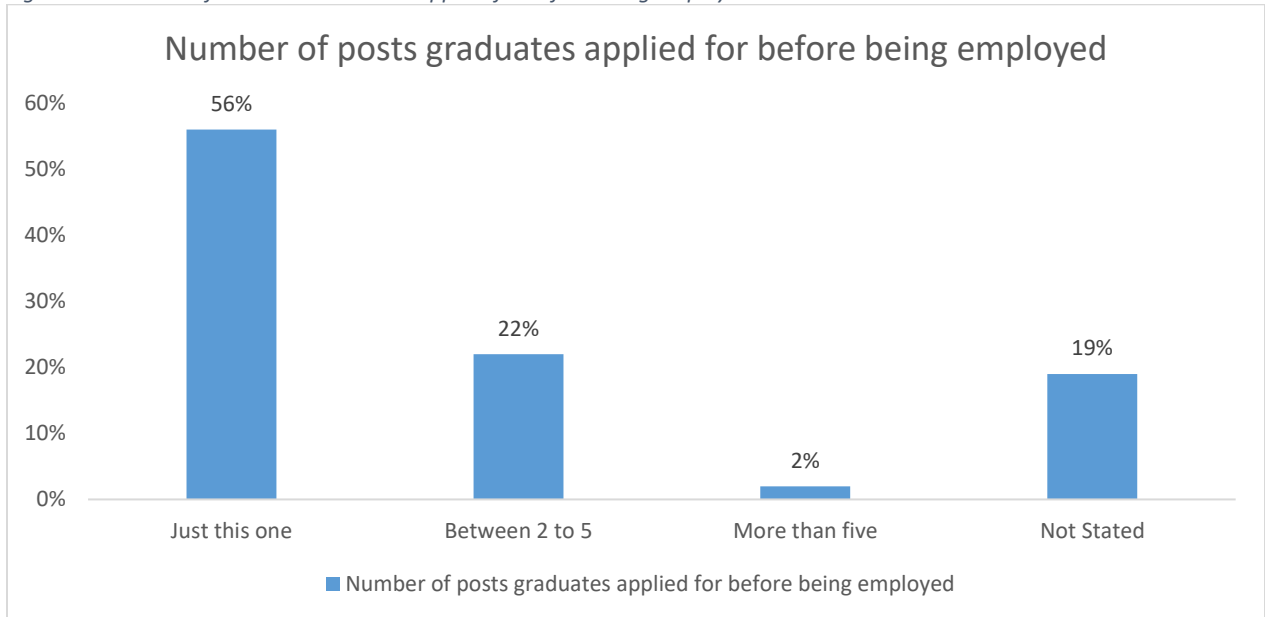


Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

### 1.17 Number of posts graduates applied for before being employed

Of the 289 graduates who were in employment, 56% (163) stated that this was their only job that they applied for, whereas 22% (63) applied for two to five jobs before they got their current job. Another 2% (7) applied for more than five jobs before they were able to get the job they are currently employed in. Lastly, 19% (56) did not attempt this question.

Figure 14: Number of Positions Graduates applied for before being Employed

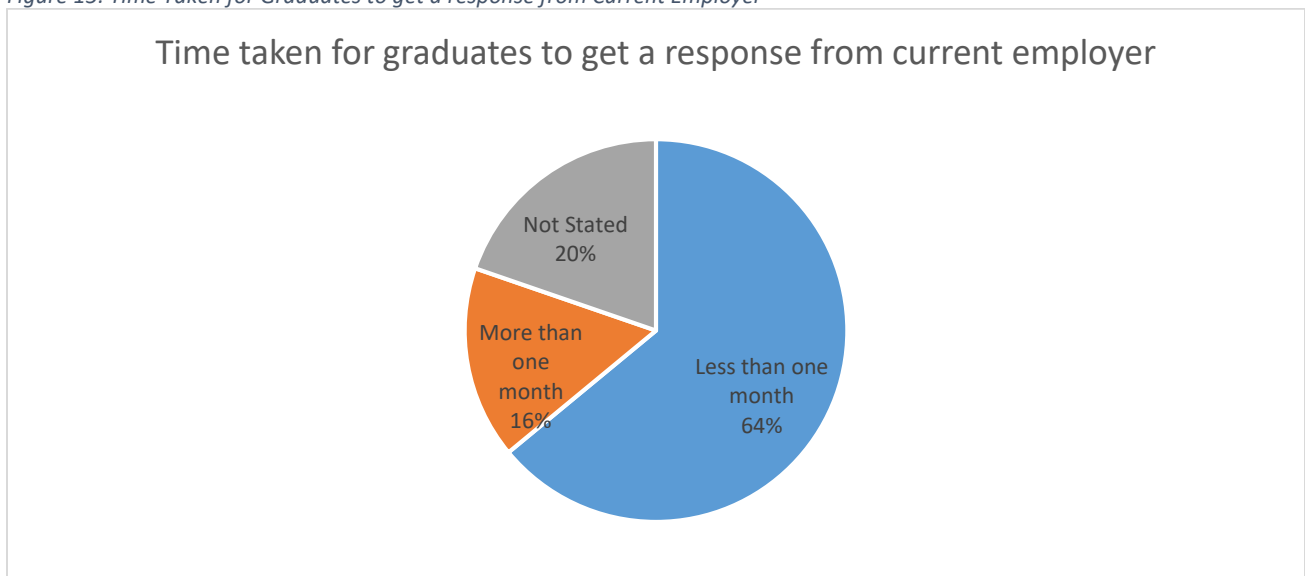


Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

### 1.18 Time taken for graduates to get a response from current employer

The majority of the employed graduates 64% (185) waited for less than one month to get a response from their current employer, 16% (47) waited for more than one month and 20% (57) did not attempt this question.

Figure 15: Time Taken for Graduates to get a response from Current Employer

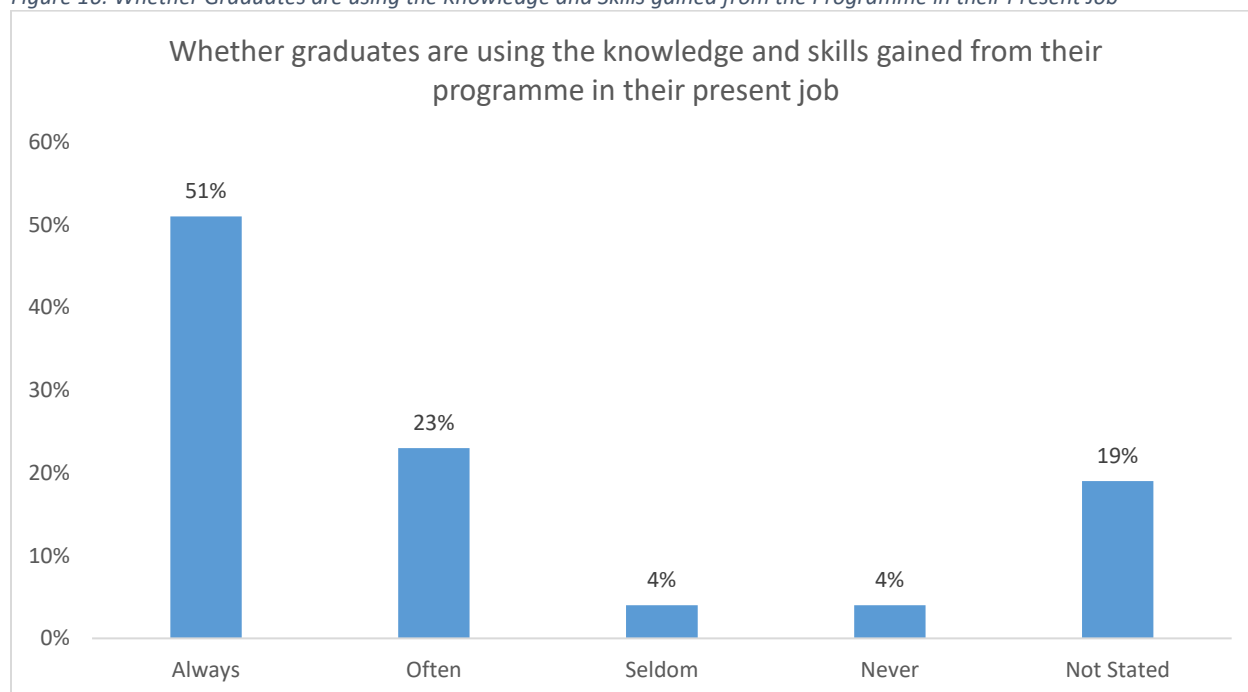


Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

### 1.19 Whether the graduates in employment are using the knowledge and skills obtained from their programme in their present job

Most of the graduates in employment (148) stated that they are always using the knowledge and skills obtained from their programme in their current job. This shows that what they have learnt from their programme is related to their job responsibilities. A group of 22% (65) are using them often and 4% (11) are rarely using them. Only 4% (11) are not using them at all and 19% (54) of the graduates in employment did not attempt this question.

Figure 16: Whether Graduates are using the Knowledge and Skills gained from the Programme in their Present Job

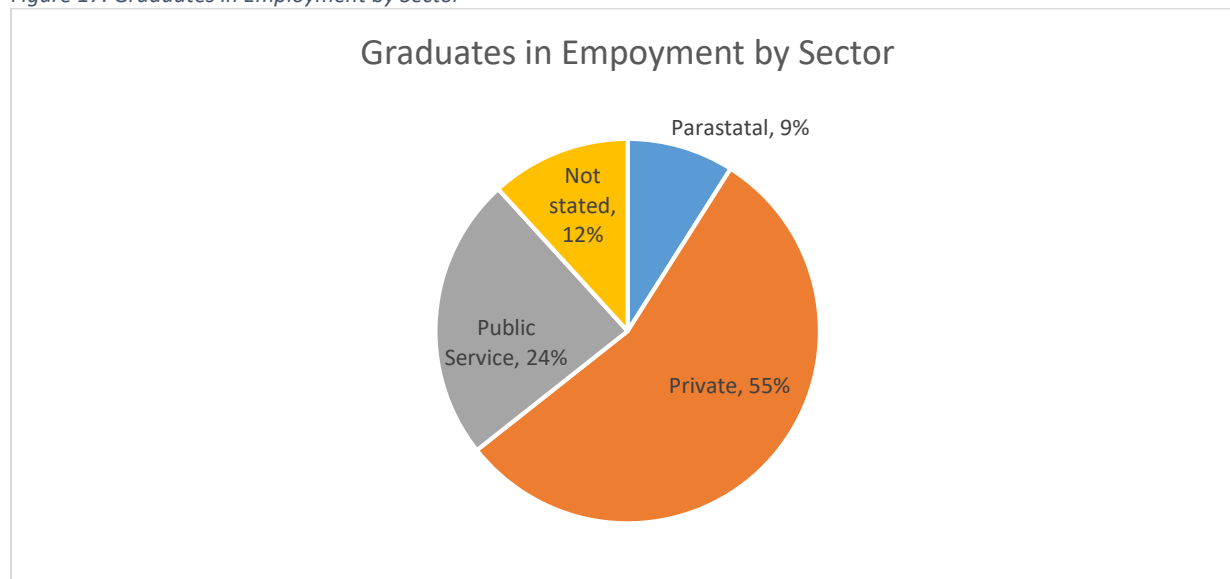


Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

### 1.20 Graduates in Employment by Sector

The majority of the graduates in employment are working in the Private Sector (159), considering the large group of graduates from the Seychelles Tourism Academy and the Seychelles Institute of Technology. This is followed by 24% (70) of the graduates working in the Public sector and 9% (26) employed in the Parastatal sector. The remaining 12% (34) of the graduates did not state their workplace.

Figure 17: Graduates in Employment by Sector



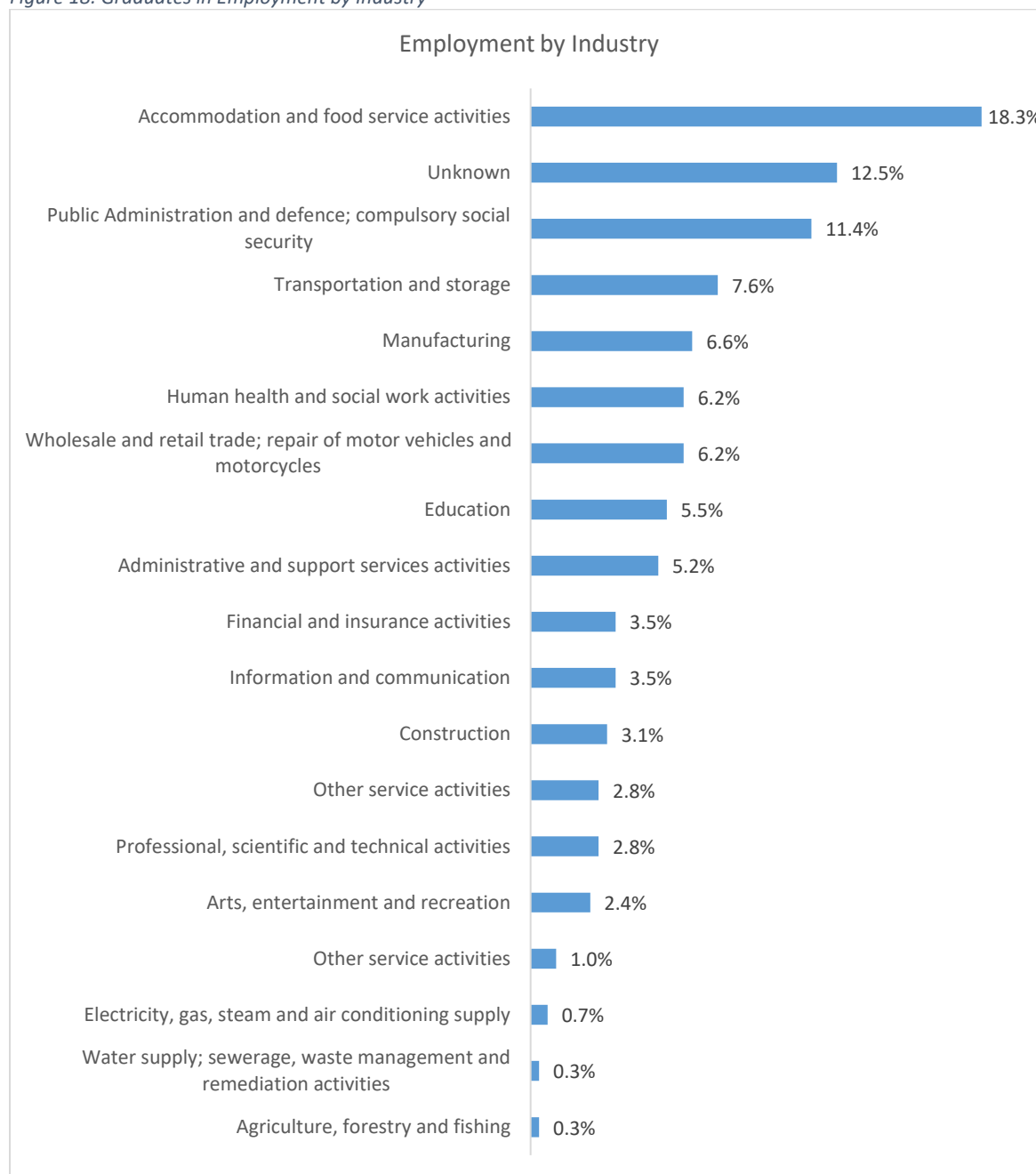
Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

### 1.21 Graduates in Employment by Industry

Majority of the graduates in employment are working in the Accommodation and food services industry (18.3%) since the largest group of graduates were trained at the Seychelles Tourism Academy. This is followed by 11.4% of the graduates working in the industry of Public Administration, defence and compulsory social security. Other industries have accommodated less than 10% of graduates in employment. Common ones include the Manufacturing industry accommodating 6.6% of the graduates, the Human health and social work activities industry accommodating 6.2%, Education with 5.5% graduates, Administrative and support services accommodating 5.2%, the Financial and insurance activities industry accommodating 3.5% and the Construction industry accommodating 3.1% of the graduates in employment. The least percentage of graduates (0.3%) were employed in the industry of Water supply, sewerage, waste management and remediation activities and in the Agriculture, forestry and fishing industry.



Figure 18: Graduates in Employment by Industry



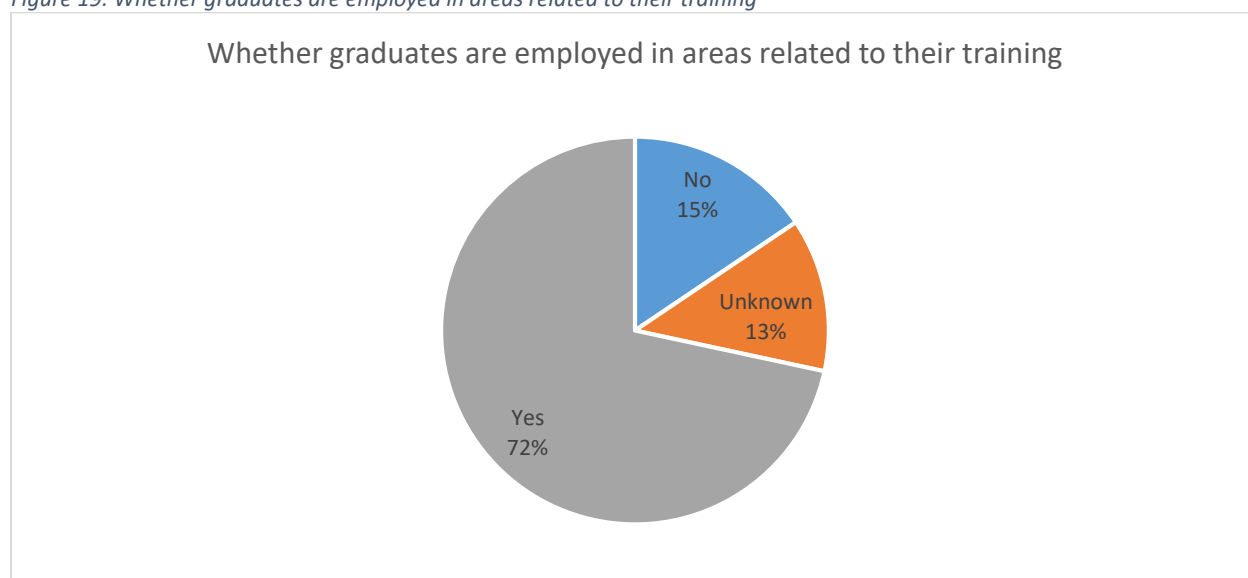
Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

### 1.22 Whether graduates are employed in areas related to their training

Results of the destination survey reveal that the majority of the professional centres’ graduates are employed in an industry/area related to their training. One of the possible reasons for this shift in employment pattern could be because of the government’s introduction of the ‘National Minimum Wage’

or an improvement in the employees' working environment. About 71.6% (207) are employed in areas related to their training compared to 15.6% (45) who are not employed in areas related to their training. The status of 12.8% (37) of the graduates were unknown and this consists of graduates who did not state their place of employment. The NIHSS, SITE, SBSA, SIT, SIAH and STA had the biggest percentage of its graduates employed in areas related to their training. SIAD and SMA had less than 50% of their graduates working in areas related to their training.

Figure 19: Whether graduates are employed in areas related to their training

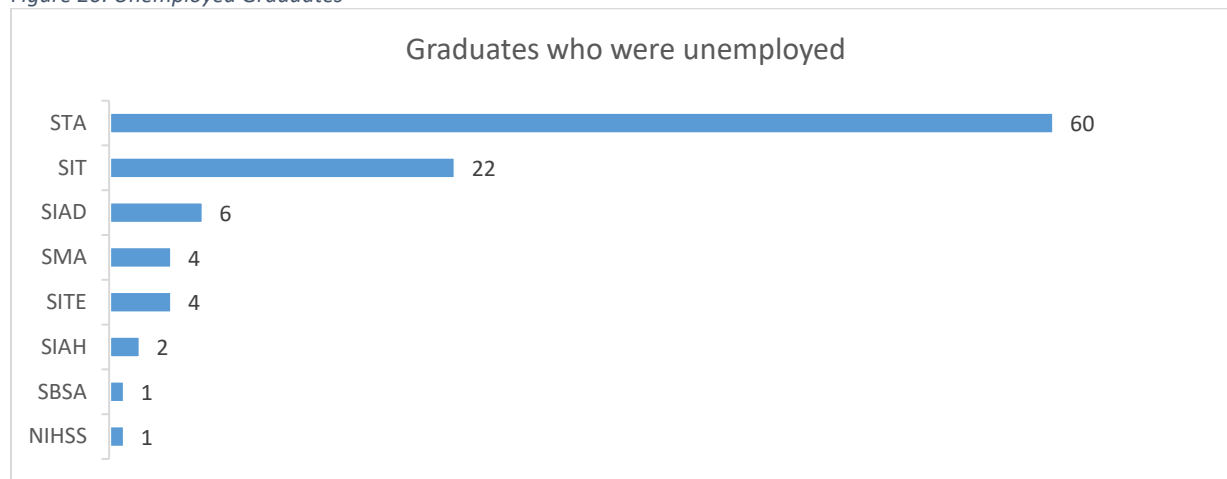


Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

### 1.23 Unemployed Graduates

Of the 101 graduates who were unemployed, 59% (60) were from the Seychelles Tourism Academy (STA) followed by 22% (22) from the Seychelles Institute of Technology (SIT) and 6% (6) from the Seychelles Institute of Art and Design (SIAD). The Seychelles Institute of Teacher Education (SITE) and the Seychelles Maritime Academy (SMA) had 4% (4) of graduates not in employment. The Seychelles Institute of Agriculture and Horticulture and the Seychelles Business Studies Academy had 2% (2) of graduates who were not in employment each. The least percentage of graduates not in employment came from the National Institute of Health and Social Studies (NIHSS) with only 1% (1) of its graduate not in employment.

Figure 20: Unemployed Graduates

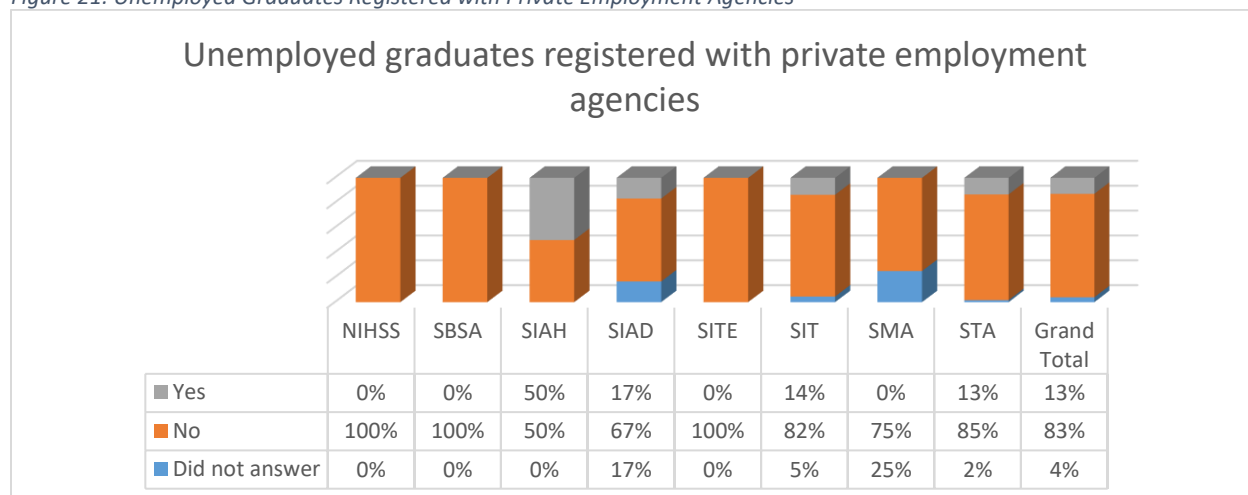


Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

### 1.24 Unemployed Graduates Registered with Private Employment Agencies

Out of the 101 graduates who were not in employment, only 13% (13) were registered with the private employment agencies compared to the majority of 83% (84) who were not. The Seychelles Institute of Agriculture and Horticulture (SIAH) had half of its unemployed graduates registered with the private employment agencies. Whereas the Seychelles Institute of Teacher Education (SITE), the National Institute of Health and Social Studies (NIHSS) and Seychelles Business Studies Academy (SBSA) had none of their graduates registering with any private employment agencies.

Figure 21: Unemployed Graduates Registered with Private Employment Agencies

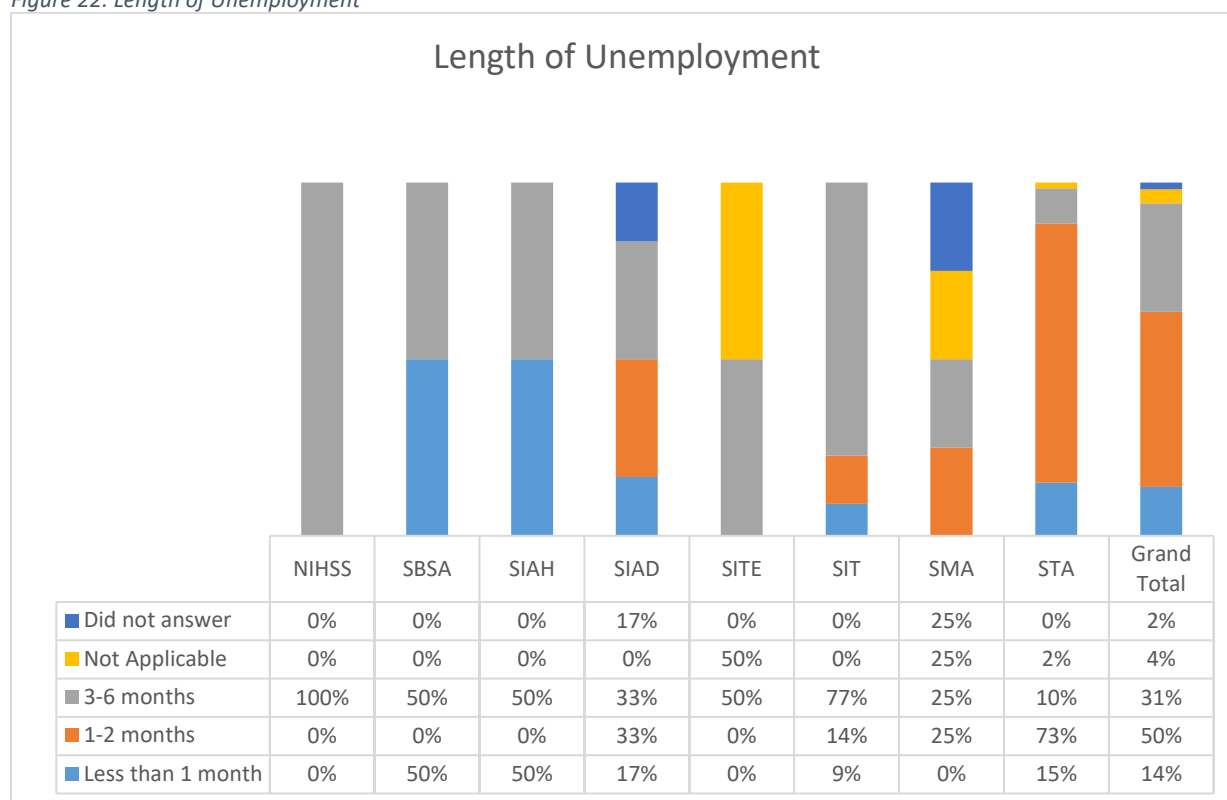


Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

### 1.25 Length of unemployment by Professional Centres

In relation to how long the graduates were unemployed after they completed their studies; 14% was not in employment for less than 1 month and 50% of the graduates from the Seychelles Institute of Agriculture and Horticulture was without employment for this length of time. Half of the unemployed graduates (50%) were not in employment for 1 to 2 months, with the Seychelles Tourism Academy having 73% of its unemployed graduates without employment during this length of time. Thirty-one percent of the unemployed graduates were without employment from 3 to 6 months. The length of unemployment was not applicable to 4% of the graduates and 2% of the graduates did not attempt this question.

Figure 22: Length of Unemployment



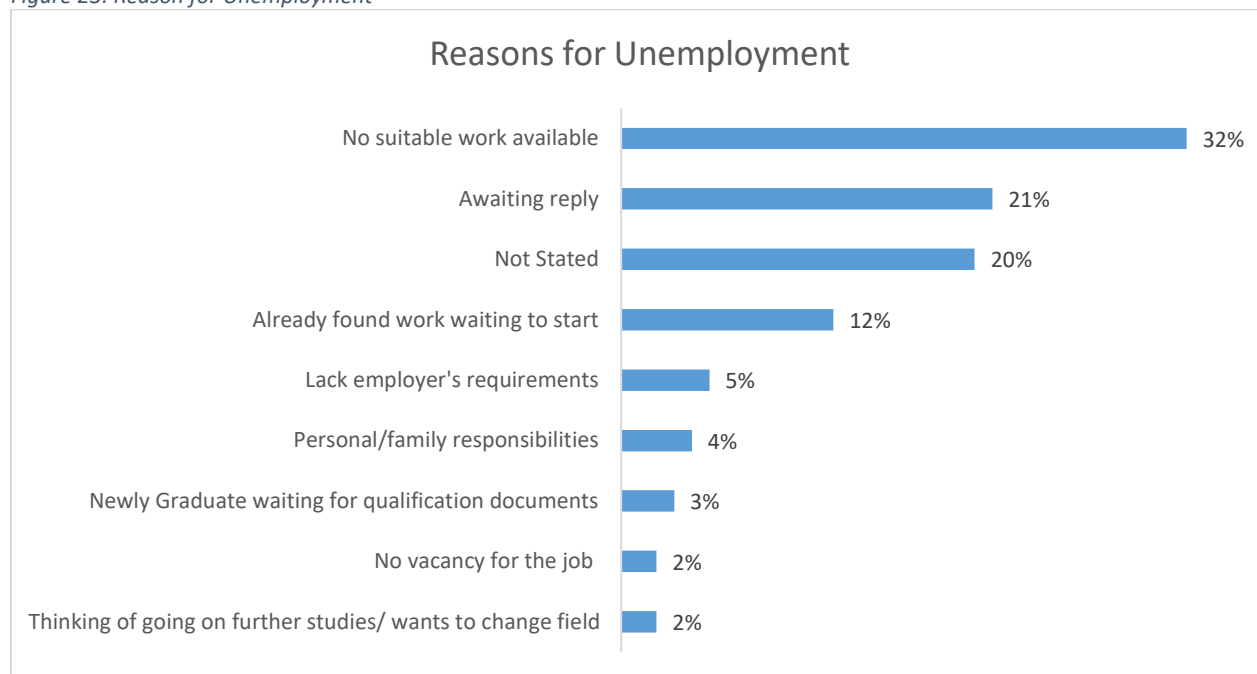
Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

### 1.26 Reasons for unemployment

The graduates were not in employment for various reasons. Most of the graduates who were not in employment (32%) claimed that there were no suitable work available. This is followed by 21% (21) who

were waiting for a reply, 12% (12) who had already found work but were waiting to start, 5% (5) who lacked employers’ requirements and 4% (4) who had other personal or family responsibilities. A small percentage of 3 (3) of the unemployed graduates were still waiting for their qualification documents, followed by 2% (2) who were thinking of going on further studies or changing field and another 2% (2) stated that there was no vacancy available for the job. Twenty (22%) unemployed graduates did not attempt this question.

Figure 23: Reason for Unemployment

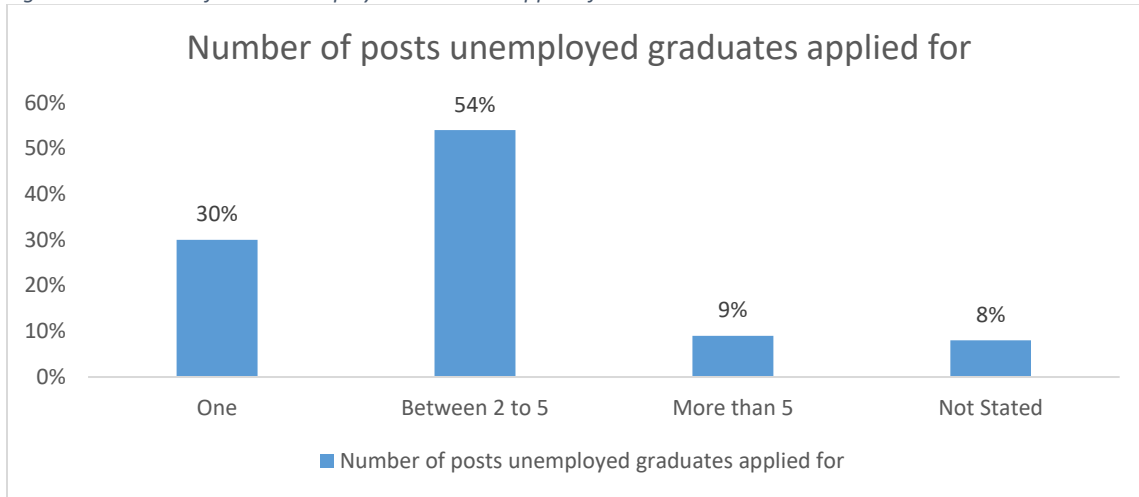


Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

### 1.27 Number of Posts Unemployed Graduates applied for

Out of the 101 graduates who were unemployed, 54% (54) applied for 2 to 5 posts, 30% (30) applied for one post only and 9% (9) applied for more than 5 posts. The remaining 8% (8) did not attempt this question.

Figure 24: Number of Posts Unemployed Graduates Applied for

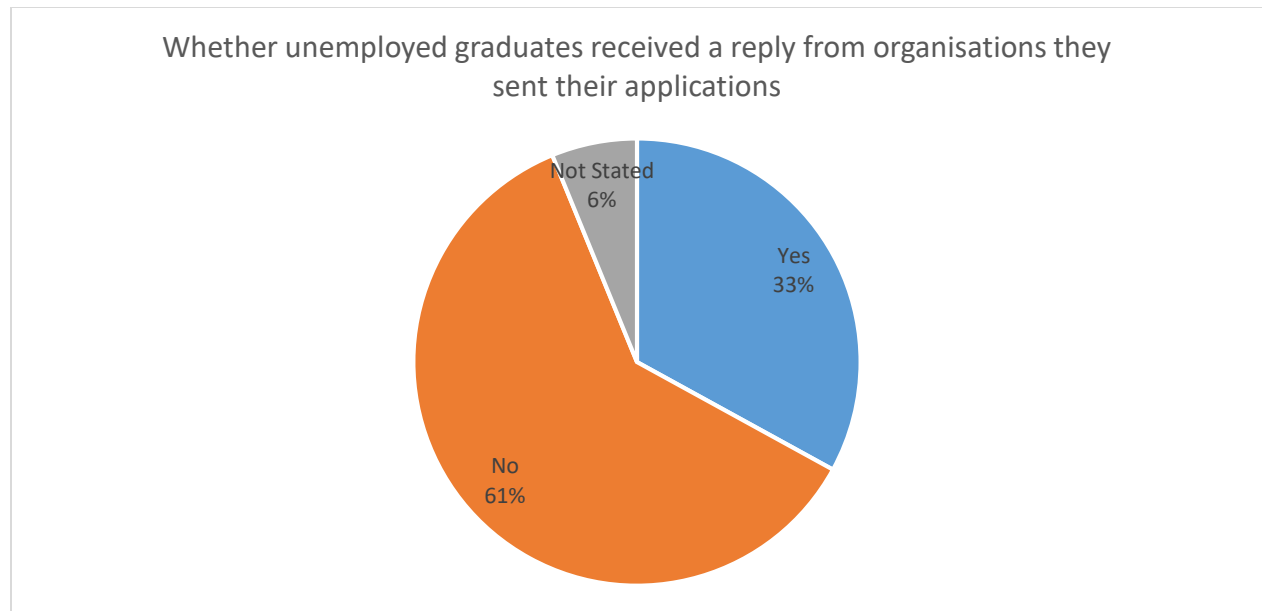


Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

### 1.28 Whether unemployed graduates received a reply from the organizations, they sent their application

The majority of the unemployed graduates 61% (59) stated that they had not received any response from the organisations they had sent their applications. Only 33% (32) had received a reply and the remaining 6% (6) did not attempt this question.

Figure 25: Whether Unemployed Graduates received a reply from Organisations, they sent their applications

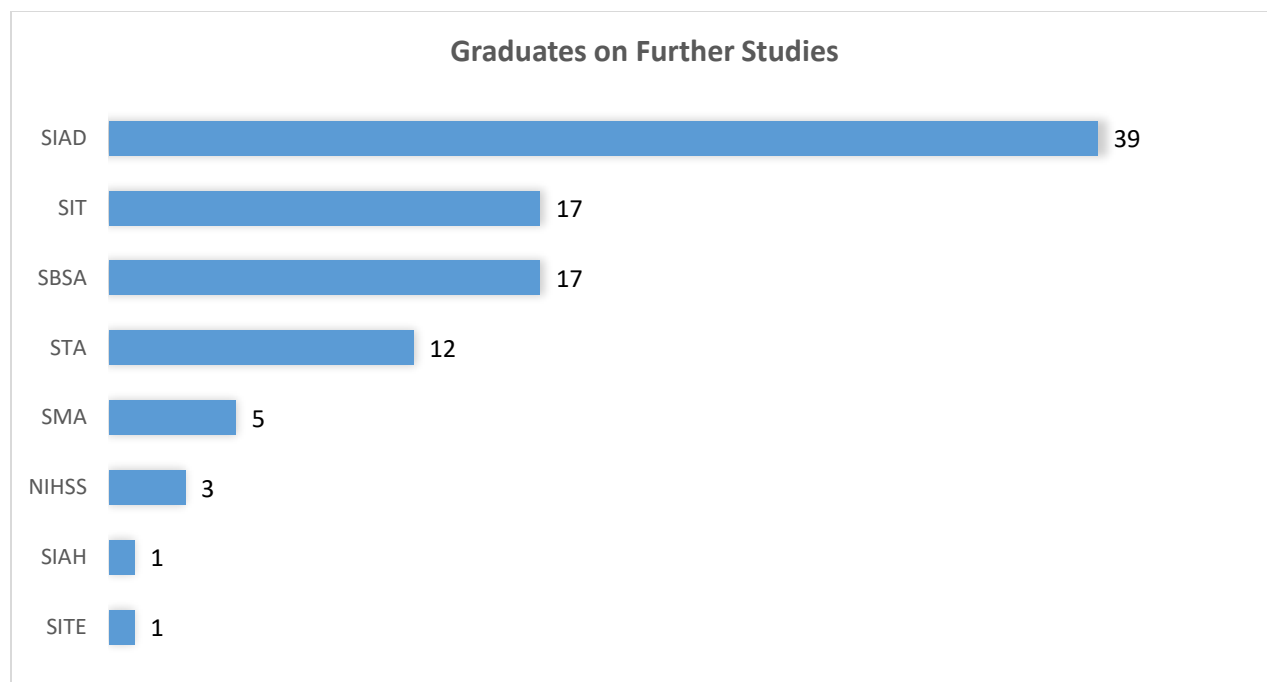


Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

### 1.29 Graduates on further studies

As stated, 94 graduates are pursuing further studies. A large percentage, (41%) of the graduates on further studies came from the Seychelles Institute of Art and Design (SIAD). Most of them are staying at the same institution to continue their studies from certificate to advance certificate level or Diploma in specific programmes. This is followed by 18% (17) from the Seychelles Institute of Technology (SIT), another 18% (17) from the Seychelles Business Studies Academy, 13% (12) from the Seychelles Tourism Academy (STA), 5% (5) from the Seychelles Maritime Academy (SMA) and 3% (3) from the National Institute of Health and Social Studies (NIHSS). The Seychelles Institute of Teacher Education (SITE) and The Seychelles Institute of Agriculture and Horticulture (SIAH) had the least percentage of graduates pursuing further studies and that is 1% (1) each. The graduates from different professional centres pursuing further studies are either staying at their current institution or changing local institution. Some will even pursue their studies at tertiary university level, locally or overseas. This is also the result of the initiative put forward by the government to award a scholarship to the five best performers of each of the Professional Centres each year.

Figure 26: Graduates in Further Studies



Source: NIHSS, SBSA, SIAH, SIT, SIAD, SMA, STA and ANHRD

## 2. Conclusions

The Destination Survey is a useful tool in measuring the employability of the graduates after the completion of their studies. It provides information that is valuable for the Professional Centres to assess if their training programmes are effective and to help the Employment Department in designing effective employment policies. The results of the survey show that the majority of the graduates were in employment at the time the survey was conducted. The majority were employed in the private sector and working in the industry of Accommodation and food service activities. Moreover, they had taken jobs that are related to the programme they studied at their institution. Most of the graduates in employment had received their job through work attachment. The institutions and the programme they studied had prepared them well for the world of work, for further studies and to start their own business. The majority also agreed that the field they had chosen for their training was right and the qualification obtained had helped them to secure their job. As a result, most of them felt that they would definitely recommend the programme they studied to others.

In spite of the many graduates in employment, there is still quite a number of graduates who are unemployed. The majority felt that there are no suitable jobs available for them. The majority of the unemployed graduates are not registered with any private employment agencies. Initiatives put forward



by the Ministry of Employment such as 'My first job scheme', recruitment fairs or even registering with private employment agencies are rarely used by graduates as means of obtaining employment.

## 2.1 Limitations

Every study has a number of limitations. This study is conducted at the graduation rehearsal of the different institution. This has been identified as the appropriate time as it is the only time the institutions meet with all the graduates after they have completed their studies. The problems encountered are learners not filling in the questionnaire correctly and questions being left unanswered. The Seychelles Maritime Academy used the old questionnaire still instead of the newly amended one.

## 2.2 Recommendations:

It is recommended that:

- The Employment Department and the Professional Centres put more emphasis and encourage graduates to make use of the different initiatives in place to obtain employment;
- There is a need for the Employment Department to assess the effectiveness of the programmes and the initiatives such as service providers in districts, job fair and My First Job Scheme put in place to obtain employment;
- More information should be provided to graduates on the importance of work and other useful/relevant information based on the labour market in Seychelles;
- PCs should ensure that the survey is conducted at the graduation rehearsal to reduce the level of graduates with unknown status and to increase the level of response rate for better and higher reliability. More sensitisation work needs to be done with the PC's and learners by the ANHRD to improve the response rate.
- Professional Centres align their programmes with the current labour market demand to ensure employability of graduates upon training completion.
- Career education programmes in schools should be well structured to ensure that learners are counselled accordingly as to the job demands on the labour market and the need of the country and to be better prepared for the world of work.
- Organisations should ensure that feedback/responses to job applications are provided to applicants whether they meet the requirements of the position or not.
- Graduates complete the survey at around 12 months of course completion.

